

## KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2009-2010 school year)

School: Union County High School  
Prepared By: Gary W. Lawson  
Date of Re-Visit: December 15, 2009  
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)

	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 only one (2006-07) of the past three school years and is not currently meeting that 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.

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 responses and information submitted by the school and supported by the most recent student athletic interest survey, it appears that the standard established in Test 3 for the provision of athletic opportunities has been met during each of the past three school years.

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 on the school's 2007-08 annual report to KHSAA, an 86% 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		The responses and information 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 most recent student athletic survey does indicate interest in girls swimming and archery. Because of a lack of availability of a pool and the limited number of schools that offer this sport in the school's competitive area, swimming does not appear to be a feasible option at this time. Archery is currently a non-sanctioned sport and is not widely offered in the school's competitive area. The school needs to continue to address indicated interests in order to fully and effectively accommodate students. KHSAA officials reviewed the school's title IX file. It contained the school's original Title IX audit report from November 14, 2001, all the annual Title IX reports to KHSAA for the past five years, a board-approved salary schedule for coaches, sample game schedules for all school sponsored sports, seasonal (fall, winter, spring) sports schedules, a school generated athletic handbook, written minutes for all Gender Equity Review Committee meetings for the past three years, a written uniform review and/or replacement plan, and some brief written guidelines for the provision of travel and per diem. School officials were encouraged to build a comprehensive and functional Title IX file. (See Locker Rooms, Practice and Competitive Facilities, Medical and Training Facilities and Services, and KHSAA Recommended Action.)
Equipment and Supplies	X		The November 14, 2001 audit report noted a difference in the quality of the uniforms provided for baseball and softball. A request was made at that time for an equitable uniform review and/or replacement plan to be developed. The recent visit showed that the uniforms provided were of good quality and appeared comparable for boys and girls. A uniform replacement plan has been developed

Equipment and Supplies cont.			and implemented based on a three-year rotation. According to the school's re-visit report and its 2009 annual report, it was spending approximately \$68 per female athlete compared to approximately \$132 per male athlete for provision of equipment and supplies. Spending in this area should be monitored for equity.
Scheduling of Games and Practice Time	X		According to the school's re-visit report, the number of competitive events scheduled for "like" teams seems to show parity over a two-year period. Interviews during the recent school visit indicated that all shared practice facilities are assigned equitably, but no written usage schedules for these facilities were available. (See KHSAA Recommended Action.) According to the school's 2008-09 schedule and results posted on the KHSAA web site, 64% (7/11) of the girls home basketball games were played on prime dates. A review of the posted game times indicate that the standards for prime time were also being met. The school's 2009-10 girls basketball schedule posted on the KHSAA web site indicates that 67% (6/9) of the girls home games will be played on prime dates.
Travel and Per Diem Allowances	X		The November 14, 2001 audit report stated that the school should be aware of all monies spent for travel and per diem no matter what the source. Although the reporting of expenditures has improved in this area, some reported amounts are still questionable. According to the data submitted on the re-visit form and the 2009 annual report, the school was spending approximately \$91 per female athlete and approximately \$87 per male athlete for travel and per diem. The school's Title IX file did have some very limited guidelines for provision in this area. <u>It was recommended that the Gender Equity Committee review these guidelines and expand them as needed in order to better meet the equity needs of student athletes.</u>

Coaching	X		<p>The November 14, 2001 report stated that male athletes had an advantage in this area due to years of experience and number of coaches. According to the 2008-09 annual report, the number of coaches provided for "like" teams appear comparable. The school's re-visit form indicates the total amount for salaries spent for coaches of "like" sports is equitable. A review of the school district's extra service pay schedule seems to show parity. According to the re-visit report, 75% (6/8) of the girl's head coaches are on-campus employees compared to 56% (6/9) of the boys head coaches.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The November 14, 2001 audit report listed the need for upgrading the softball field. The school is currently in the final stages of a major renovation of the softball field. The field now appears to provide amenities that are comparable, and, in some areas, superior to those of the other outdoor facilities. School officials were commended and encouraged to finish the project by completing the press box and checking into the feasibility of replacing the current scoreboard. (See KHSAA Recommended Action.) All the other competitive facilities appeared to show parity. In the area of locker rooms, there appeared to be some confusion as to which teams were assigned to specific locker rooms. (See KHSAA Recommended Action.) There was no written listing of locker space provided in the school's Title IX file. The visit showed that some athletic equipment storage space was provided for every team sponsored by the school. The assignment of this storage space seemed to be equivalent.</p>

Medical and Training Facilities and Services		X	The November 14, 2001 audit report requested that an equitable usage schedule be developed and posted at the school's weight training room. The report also noted a need to provide weights more suitable for use by female athletes in this facility. The recent visit showed that this schedule had not been developed or posted. There is <u>very</u> limited availability of equipment that is suitable for use by female athletes. Interviews with student athletes and coaches suggest there is no current use of this facility by female teams. These factors result in the deficient designation for this area and should be addressed as quickly and comprehensively as possible. (See KHSAA Recommended Action.) An athletic trainer is provided two days per week by Moody's Physical Therapy. This trainer seems to be equally accessible to all student athletes.
Publicity	X		The school currently sponsors one cheerleading squad which cheers at all home and away varsity football games as well as all home boys and girls' basketball games. They also cheer at all post season tournament games for boys and girls. The school dance team performs at all home football and boys and girls basketball games. The school's pep band plays at all home boys and girls basketball games. The school has a combined schedule calendar for each sports season which includes all teams. There appears to be some errors and/or omissions in the submission of expenditures in this category.
Support Services		X	The school has booster club support for all teams except boys and girls track and golf. Although total spending for athletic benefits appears very close to being within acceptable parameters over the past two years, the lack of documentation of the accuracy of the data submitted, which was mentioned previously, makes it difficult to fully evaluate this area. The school's annual reports contained a vague budgetary item designation "athletic director expenditures" which is not identified with any particular sport. In the area of publicity

Support Services continued			(awards) and travel, there also appears to be some omissions. (See KHSAA Recommended Action.) In addition, there seems to be minimal administrative oversight of booster club spending as it relates to the provision of equitable benefits. (See KHSAA Recommended Action.)
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:

- an attempt to balance expenditures between baseball and softball;
- consolidation of booster clubs;
- an upgrade of the school's softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- The major deficiencies observed during the recent visit include the failure to provide access and appropriate equipment for female athletes at the weight training facility. The failure to report expenditures properly in all benefit categories is an area that must be addressed.
- Although not designated as deficient at this time, the school needs written designation of the locker room space assigned each team.
- The school should also make sure the current renovation is completed at the softball field in time for the 2009-2010 season.

7. KHSAA Recommended Action in relation to new deficiencies

**(Medical and Training Facilities and Services)**

On or before April 7, 2010, the school is to submit to KHSAA an equitable usage schedule for the weight training facility. The schedule should provide equal access to female teams. This schedule should be placed in the Title IX file and also posted at the facility.

On or before April 7, 2010, the school is to submit to KHSAA a written plan to provide weight room equipment appropriate for use by female athletes. This plan should also be part of the school's April 15, 2010 Corrective Action Plan submitted to KHSAA.

**(Support Services)**

On or before April 7, 2010, the school is to submit to KHSAA a written description of the steps taken by administrators to supervise booster club spending in regard to the provision of equitable benefits. This plan should include, but not be limited to, the person(s) responsible for oversight and detailed procedures for expenditure approval.

The school's April 15, 2010 annual report to KHSAA is to include accurate and complete expenditures in all categories requested on the T-35 and T-36 forms. These forms should not be modified to include "general expenditures by athletic director." All expenditures should be submitted per sport.

***Although not currently deficient, the following areas of concern should be addressed in order for the school to maintain a non-deficient status in the category listed below.***

**(Locker Rooms, Practice and Competitive Facilities)**

On or before April 7, 2010, the school is requested to submit to KHSAA pictures of the completed press box at the softball field and written designation of locker room space assigned to each team.



8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the November 14, 2001 audit report.

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Dennis Walls, 4464 Highway 60 West, Morganfield, KY 42437  
(270) 389-1454

District Level Title IX Coordinator: Steve Carver, 510 South Main St., Morganfield, KY 42437

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Andrea White	Parent	(270) 333-6066
Sarah Wilson	Parent	(270) 389-1938
Steven T. Carver	District Title IX Coordinator	(270) 389-1694
Jordon Robinson	Student Athlete	(270) 952-8141
Shayre Carey	Boys Basketball Coach	(270) 389-2837
Dennis Walls	Athletic Director	(270) 389-4434
Jason M. Roberts	Acting Principal	(270) 389-1454
Gordon Bocock	KHSAA	(606) 271-0714

## 10. Comments

No one from the community attended the Public Comments Session. The meeting was adjourned at 5:15 pm CST.



# Union County High School

4464 HWY 60 WEST  
MORGANFIELD, KY 42437  
PHONE: 270-389-1454  
FAX: 270-389-2715

MAY -3 2010

**Jason M. Roberts, Principal**

**Dan Whitesides, Assistant Principal**  
**Carol Martin, School Administrative Manager (SAM)**

**Beth Hendrickson, Counselor**  
**Dawn Coleman, Counselor**

## Union County Athletics Program

### KHSAA Title IX Re-Visit

### Final Audit Report Response

- Plan for Equitable Use of Weight Training Facility
- Plan for Providing Weight Room Equipment for use by Female Athletes
- Plan for Supervision of Booster Club Spending
- Pictures of the Completed Softball Press Box
- Written Designation of Locker Room Space

**REQUISITION**

**Union County Schools**  
510 South Mart Street  
Morganfield, Kentucky 42437

Staff \_\_\_\_\_ Date \_\_\_\_\_

Program \_\_\_\_\_ Date \_\_\_\_\_

Approved by \_\_\_\_\_ Date \_\_\_\_\_

Not Approved by \_\_\_\_\_ Date \_\_\_\_\_

Received Central Office \_\_\_\_\_ Date \_\_\_\_\_

P.O. NO. \_\_\_\_\_

**Vendor Information**

To: BSN Sports Vendor # \_\_\_\_\_  
FIRM  
P.O. Box 7726  
ADDRESS  
Dallas, TX 75209  
CITY/STATE/ZIP

Vendor Catalog Number	Description	Quantity	Unit	Unit Price	Amount
BS-1152062	55 lb solid hex dumbbells	2	EA	54.99	109.98
BS-1152063	60 lb "	2		59.99	119.98
BS-1152064	65 lb "	2		66.99	133.98
BS-1152065	70 lb "	2		69.99	139.98
BS-1152066	75 lb "	2		74.99	149.98
BS-1152067	80 lb "	2		79.99	159.98
BS-1152068	85 lb "	2		84.99	169.98
BS-1152069	90 lb "	2		91.99	183.98
BS-1152070	95 lb "	2		96.99	193.98
BS-1152071	100 lb "	2		104.99	209.98
BS-CHCTB	4" wide tapered belt <sup>small</sup> 2 med	6		28.49	170.94
BS-CHCTB	6" wide Truing belt <sup>large</sup> 2 med 2 med	6		38.49	230.94
BS-1266238	4-blb Heavy Ball	2		17.99	35.98
				<b>TOTAL</b>	<b>2,239.62</b>

I have determined that the following method of Model Procurement applies to this purchase.

Signature \_\_\_\_\_ Date \_\_\_\_\_

1. Bid
2. Competitive Negotiations
3. Small Purchase
4. State/Federal/Gov't. Agency/Price Contract # \_\_\_\_\_
5. Emergency
6. Single Source
7. Perishable Items
8. Replacement Parts
9. Resale Item
10. Licensed Professional or Technician
11. Insurance
12. Sale @ reduce prices
13. Other/explanation: \_\_\_\_\_

ORG. CODE	OBJECT	PROJECT	BUILDING	AMOUNT

**REQUISITION**

**Union County Schools**  
510 South Mart Street  
Morganfield, Kentucky 42437

Staff \_\_\_\_\_ Date \_\_\_\_\_

Program \_\_\_\_\_ Date \_\_\_\_\_

Approved by \_\_\_\_\_ Date \_\_\_\_\_

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P.O. NO. \_\_\_\_\_

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P.O. Box 7726  
ADDRESS  
Dallas, TX 75209  
CITY/STATE/ZIP

Vendor Catalog Number	Description	Quantity	Unit	Unit Price	Amount
BS-1266245	6-7 lb Heavy ball	2		20.49	40.98
BS-1266252	9-10 lb Heavy ball	2		25.99	51.98
BS-1249781	XXlight resistance - Tan	2		8.59	17.18
BS-1249798	X light " " - yellow	2		8.99	17.98
BS-1249804	light " " - red	2		9.69	19.38
BS-1249811	Med. " " - green	2		10.49	20.98
BS-1249828	Heavy " " - blue	2		12.99	25.98
BS-1272475	Olympic gmp plates 25 lbs	8		2.25	18.00
BS-1272482	" " 5 lbs	8		4.50	36.00
BS-1272499	" " 10 lbs	8		9.00	72.00
BS-1272505	" " 25 lbs	8		22.50	180.00
BS-1272512	" " 35 lbs	8		31.50	252.00
BS-1272524	" " 45 lbs	8		40.50	324.00
				<b>TOTAL</b>	<b>1,076.46</b>

I have determined that the following method of Model Procurement applies to this purchase.

Signature \_\_\_\_\_ Date \_\_\_\_\_

1. Bid
2. Competitive Negotiations
3. Small Purchase
4. State/Federal/Gov't. Agency/Price Contract # \_\_\_\_\_
5. Emergency
6. Single Source
7. Perishable Items
8. Replacement Parts
9. Resale Item
10. Licensed Professional or Technician
11. Insurance
12. Sale @ reduce prices
13. Other/explanation: \_\_\_\_\_

ORG. CODE	OBJECT	PROJECT	BUILDING	AMOUNT

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510 South Mart Street  
Morganfield, Kentucky 42437

Staff \_\_\_\_\_ Date \_\_\_\_\_

Program \_\_\_\_\_ Date \_\_\_\_\_

Approved by \_\_\_\_\_ Date \_\_\_\_\_

Not Approved by \_\_\_\_\_ Date \_\_\_\_\_

Received Central Office \_\_\_\_\_ Date \_\_\_\_\_

P.O. NO. \_\_\_\_\_

**Vendor Information**To: BSN Sports

Vendor # \_\_\_\_\_

FIRM

P.O. Box 7726

ADDRESS

Dallas, Texas 75209

CITY/STATE/ZIP

Vendor Catalog Number	Description	Quantity	Unit	Unit Price	Amount
BS-1137574	4 Sided Dumbbell Storage	3		244.99	734.97
BS-20028055	Vertical Olympic bar Holder	1		124.99	124.99
BS-1152051	316 Solid hex dumbbells	4		2.99	11.96
BS-1152052	516 " " "	4		4.99	19.96
BS-1152053	1016 " " "	4		9.99	39.96
BS-1152054	1516 " " "	4		14.99	59.96
BS-1152055	2016 " " "	4		19.99	79.96
BS-1152056	2516 " " "	4		24.99	99.96
BS-1152057	3016 " " "	4		29.99	119.96
BS-1152058	3516 " " "	4		34.99	139.96
BS-1152059	4016 " " "	4		39.99	159.96
BS-1152060	4516 " " "	4		44.99	179.96
BS-1152061	5016 " " "	4		49.99	199.99
				<b>TOTAL</b>	<b>1,971.52</b>

I have determined that the following method of Model Procurement applies to this purchase.

Signature \_\_\_\_\_ Date \_\_\_\_\_

- |   |   |
|---|---|
| 1. Bid  | 8. Replacement Parts                    |
| 2. Competitive Negotiations                           | 9. Resale Item                          |
| 3. Small Purchase                                     | 10. Licensed Professional or Technician |
| 4. State/Federal/Gov't. Agency/Price Contract # _____ | 11. Insurance                           |
| 5. Emergency  | 12. Sale @ reduce prices                |
| 6. Single Source                                      | 13. Other/explanation: _____            |
| 7. Perishable Items                                   |   |

ORG. CODE	OBJECT	PROJECT	BUILDING	AMOUNT

## Recommendations for the Weight Room

1. It has been recommended to the athletic director that some more weight room equipment be purchased for the use of female students. A complete inventory of the current weightlifting equipment was completed and the girls' basketball coach was consulted to determine appropriate equipment for purchase. To accommodate this need, we will be purchasing two full sets of dumbbells from sizes 5 to 60 lbs. along with smaller size weightlifting belts and a complete set of resistance bands. The Girls' basketball coach also authorized the movement of the teams' set of four lifting machines to be added to the current weight room. The multi-purpose machine that is in the other weight room facility (near the current facility) will also be made available for all student athletes. New racks will be purchased to provide space needed for the additional equipment. Additionally, medicine balls will be ordered at the request of the girls' team coach. A copy of the itemized equipment requisition is included.

**Union County Athletics**  
**Locker Room Assignments**

**4/22/2010**

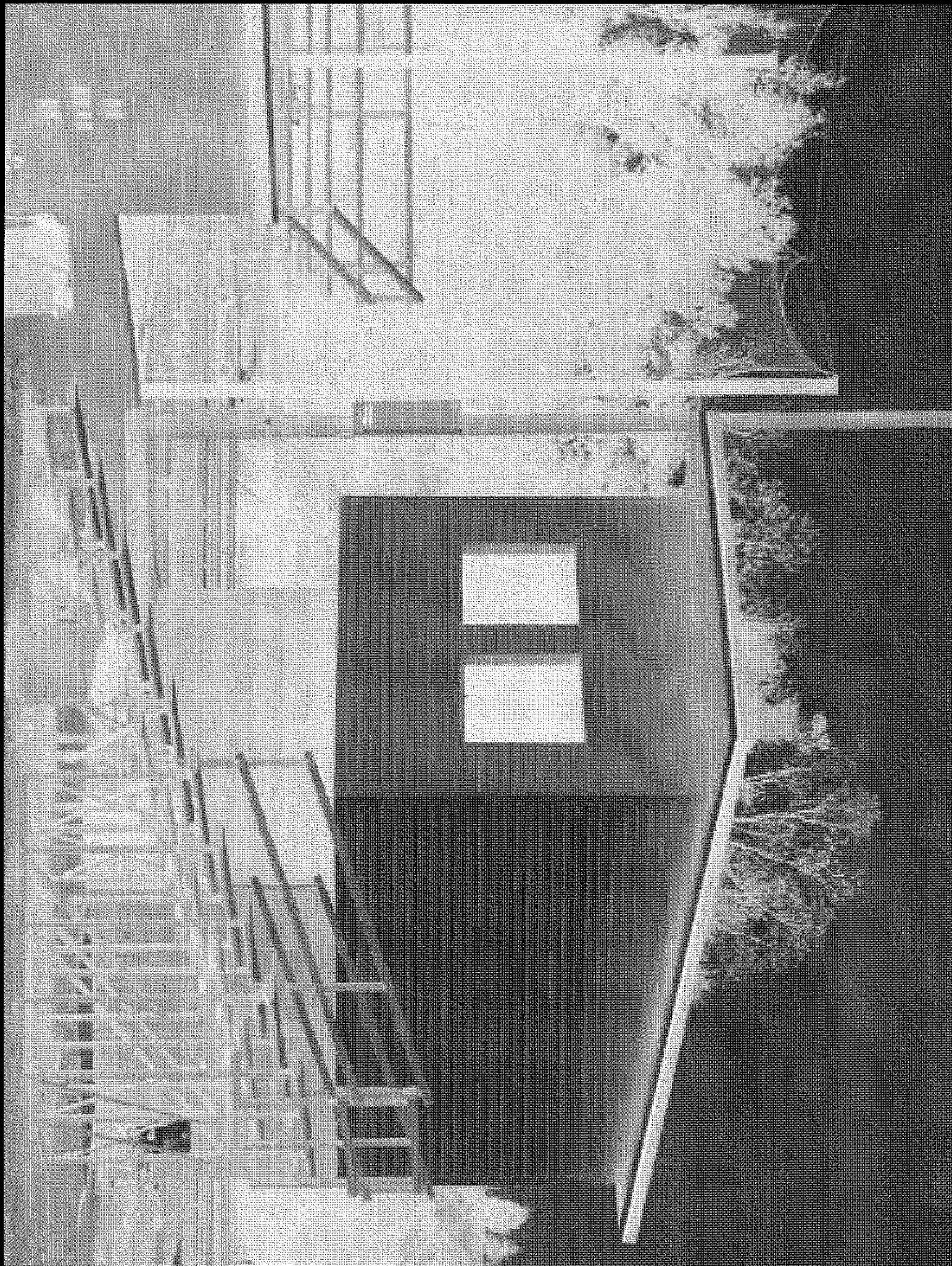
- Wrestling, Football, Boys and Girls Basketball will maintain current locker room location.
- Boys soccer will share locker room with Boys baseball. (Locker Room C)
- Girls soccer will share locker room with Girls Soccer. (Locker Room A)
- A new locker only (not changing facility) will be shared by B/G Track and B/G Cross Country. The new locker room will be created in the lower level in a small classroom close to separate B/G restroom facilities to be used for changing. (Located in current UCLA nearest the restrooms)
- Girls Volleyball will take over the additional room located in the girls basketball locker room. That room will be expanded and renovated to serve as a suitable locker facility. Volleyball will also have the use of the rest of the girls basketball facility.
- All PE equipment will be moved to the PE storage area to make room for the Volleyball team. Storage area in the current Boys Basketball locker room will be made available for overflow girls basketball and PE equipment.
- For this plan to be completed, we will need the following:
  - Lockers for the Track/C.C. locker area.
  - Expansion and renovation of the new Volleyball locker area to include drop ceiling, flooring, lighting, and lockers (benches if the lockers do not have them built in.
  - Total coaching staff cooperation in downsizing old gear to optimize storage space.
  - No new structures will be needed.



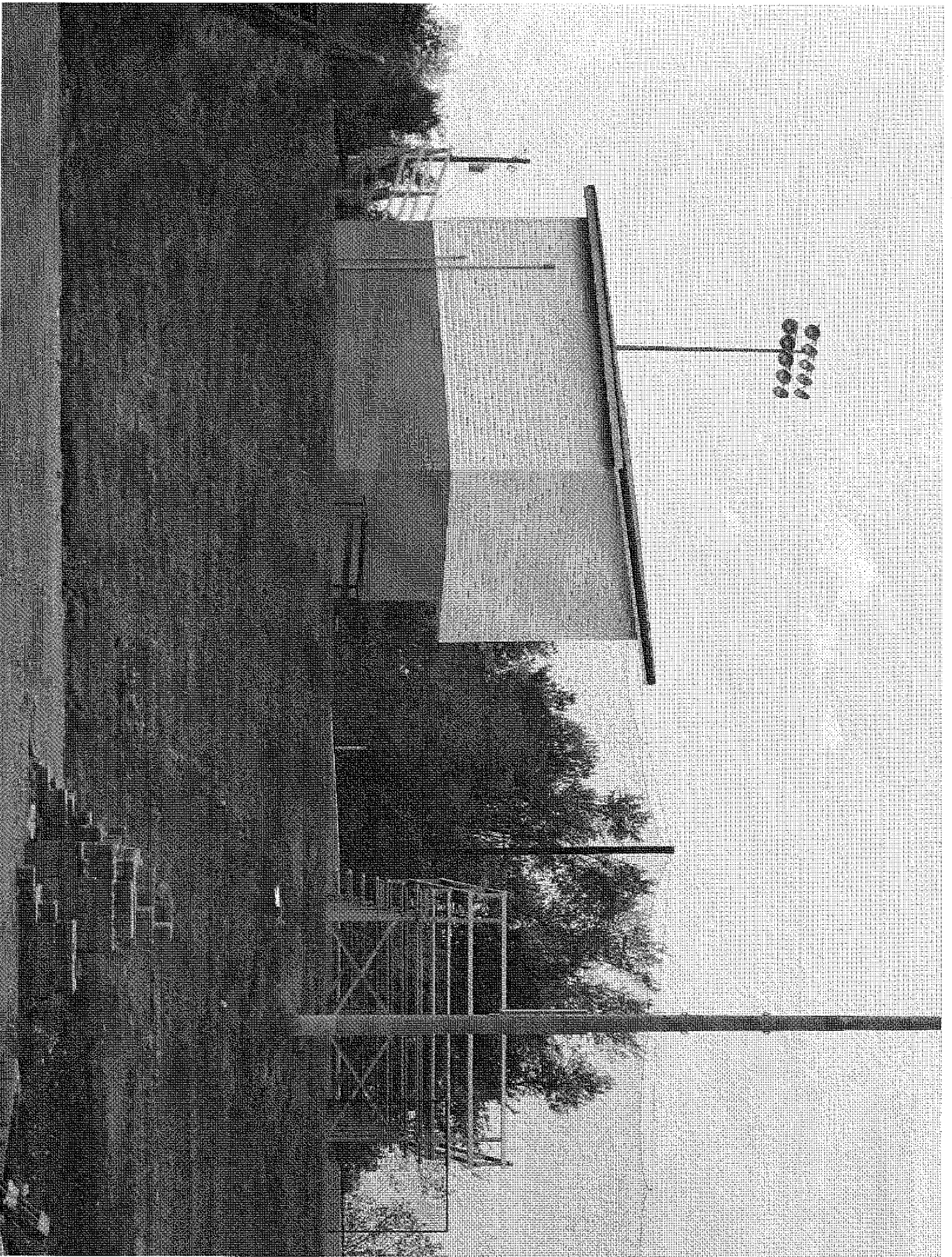
## Girls Softball Field

### Pressbox

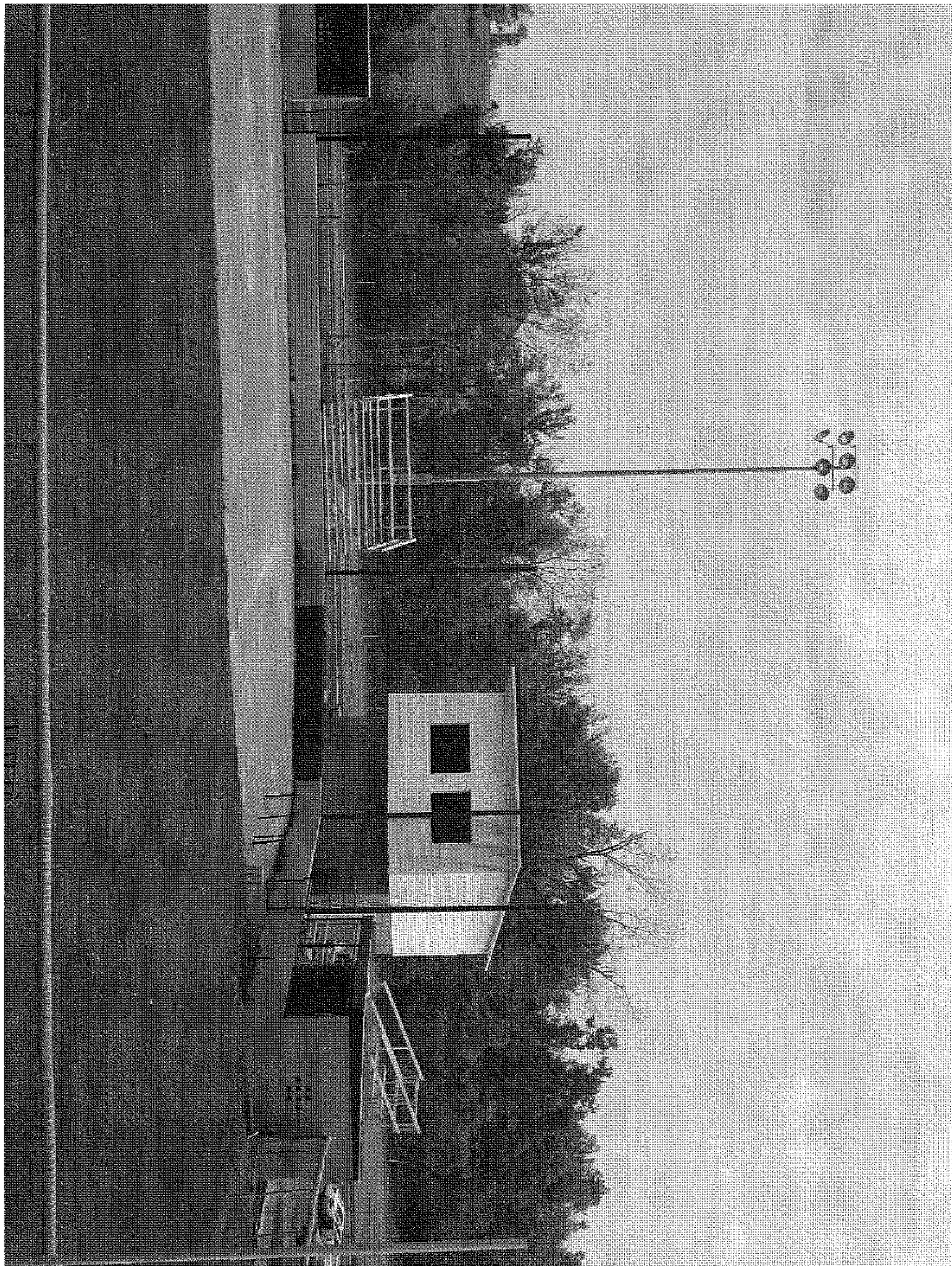
1. Three pictures of the newly constructed pressbox at the girls softball complex have been included per request.













## Union County High School

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### **Support Services)**

On or before April 7, 2010, the school is to submit to KHSAA a written description of the

steps taken by administrators to supervise booster club spending in regard to the provision of equitable benefits. This plan should include, but not be limited to, the person(s) responsible for oversight and detailed procedures for expenditure approval.

The school's April 15, 2010 annual report to KHSAA is to include accurate and complete expenditures in all categories requested on the T-35 and T-36 forms. These forms should not be modified to include "general expenditures by athletic director." All expenditures should be submitted per sport.

Response from Jason M. Roberts; Building Principal:

Booster clubs under the current system submit a budget for the sport they support. The budget must include what items are currently paid for through the general athletic fund and what times they are hoping to purchase through fund-raising. The building principal must sign the document after consulting with the school accountant to ensure that the budget and requests are not out of normal parameters.

The budgets must be submitted by a specific date to the school accountant and the building principal as well as the athletic director.

# UNION COUNTY ATHLETICS

## WEIGHTROOM AVAILABILITY

Week Of:

3 pm - 4 pm	Monday	Tuesday	Wednesday	Thursday	Friday
4 pm - 5 pm	Girls	Boys	Girls	Boys	
	Boys	Girls	Boys	Girls	

Weightroom availability and use will be determined by the respective Coach/Teacher to sign up for open time slots. If a conflict should exist, preference of day and time is determined by the following: if any conflicts should develop, the AD should be contacted immediately.

Monday and Wednesday  
Tuesday and Thursday

Girls get times from 3-4 and Boys get time from 4-5  
Boys get times from 3-4 and Girls get time from 4-5

Fridays will be available for sign-up on a first come bases.