



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

**(For schools re-visited during the 2008-2009 school year)**

School: **Anderson County High School**  
 Reviewed By: **Gary W. Lawson**  
 Date of Re-Visit: **December 4, 2008**  
 Telephone Number of Reviewer: **(502) 875-3817**  
 Reviewed By: **Darren Bilberry, Assistant 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

Was the Substantial Proportionality Test (T-1) 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 met the standard established in Test 1 for provision of athletic opportunities during two of the past three school years (2005-06 and 2006-07) but did not meet the standard in 2007-08.**

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 data submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during all of the past three school years (2005-06, 2006-07, 2007-08).**

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?  
Yes  No

**Comments: According to information submitted by the school, it received an 83% return rate on its most recent student athletic survey.**

**Checklist of the Title IX Components of the Interscholastic Program**

Benefit to Students	Satisfactory	Deficient	Comments
<p><b>Accommodation of Interests and Abilities</b></p>	<p>X</p>		<p>According to the December 12, 2000 audit report, the school was meeting the standard established in both Test 2 and Test 3 for the provision of athletic opportunities. Recent data and calculations submitted by the school indicate that the standard established in Test 3 for provision of athletic opportunities was met during each of the past three school years (2005-06, 2006-07, 2007-08). The school currently offers all KHSAA sanctioned sports for both boys and girls at the varsity level and has 16 total teams for girls and 18 for boys. School officials were encouraged to continue to monitor the student athletic survey for interest in sports at the junior varsity and freshman levels. Representatives of KHSAA reviewed the school's Title IX file. It was found to contain the most recent self-study, all annual Title IX reports, a board approved salary schedule for coaches, a set of booster club by-laws, written guidelines regarding recognition of athletic accomplishments, written Gender Equity Review Committee meeting minutes for only one year—2007-08 (see KHSAA Recommended Action), records of all athletic interest surveys, and sample team schedules for the current year. The current file did <i>not</i> include information in the following areas: <i>usage schedules for shared athletic facilities, uniform review/replacement plan, written designation of locker room and athletic storage space assigned each team.</i> (See KHSAA Recommended Action.) School officials were encouraged to establish and maintain an updated and useable Title IX file.</p>

<b>Equipment and Supplies</b>	<b>X</b>		<p><u>THE SCHOOL OMITTED INFORMATION RELATING TO THE FOOTBALL TEAM IN THE AREA OF EQUIPMENT AND SUPPLIES. THEREFORE, EVALUATION HAD TO BE BASED ON ANNUAL REPORTS.</u> School administrators, coaches, and students interviewed stated that most athletic uniforms are replaced on a four-year rotation. This rotation is currently not in written form in the Title IX file. (See KHSAA Recommended Action.) All uniforms reviewed during the recent school visit appeared to be of high quality and were provided on an equitable basis. According to the school's 2007-08 annual report, it was spending approximately \$71 per female athlete and \$62 per male athlete for provision of equipment and supplies.</p>
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		<p>According to the school's re-visit form, the number of competitive events scheduled for "like" teams appears equitable. The school's 2007-08 post season girls basketball schedule posted on the KHSAA web site indicated the girls basketball team played 40% (4/10) of their home games on prime dates and also met the requirement for "prime time" dates. The school's 2008-09 girls basketball schedule indicates that 40% (4/10) of their home games will be played on prime dates, and all four prime date games are to be played during the "prime time" slot.</p>
<b>Travel and Per Diem Allowances</b>	<b>X</b>		<p>Although interviews with administrators, coaches, and student athletes indicated parity in this category, it could not be accurately and fully evaluated due to the school's failure to report complete data in relation to provision of transportation and provision of per diem. (See KHSAA Recommended Action.)</p>

Coaching	X	<p><u>THE SCHOOL FAILED TO REPORT THE SALARIES OF FOOTBALL COACHES ON THE RE-VISIT REPORT. THEREFORE, ANNUAL REPORTS WERE USED FOR EVALUATION IN THIS AREA.</u> According to the 2007-08 annual report, the number of coaches provided for "like" sports appeared equitable. The school district's extra service pay schedule for coaches appeared to show parity. According to the re-visit form, 78% (7/9) of the head coaches of female teams are on campus while 60% (6/10) of the head coaches of male teams are on-campus employees.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>The December 12, 2000 audit report indicated the need for a general upgrading of the softball facility. This upgrade should have included, but not have been limited to, provision of a dressing room in close proximity to the field and construction of a press box. Since that visit, a large press box has been built, and the school board has approved the construction of a softball field house which will include a dressing room, a large storage area and coaches' office. A new scoreboard has been ordered for the softball field. The amenities currently provided for the baseball team are superior to those provided for softball. The installment of a new scoreboard and construction of the new field house should narrow, if not eliminate, the existing disparity. (See KHSAA Recommended Action.) The girls appear to have a slight advantage in the provision of dressing rooms (other than softball). Although all teams are not currently provided with athletic storage areas, those provided appear to be assigned equitably. The current office space available appears to be shared equitably.</p>

<b>Medical and Training Facilities and Services</b>	<b>X</b>	The December 12, 2000 audit report designated the need for a written and posted weight room usage schedule. The recent visit showed a large, well-equipped weight room with a posted usage schedule that indicated parity. The weight room had a significant amount of equipment that was suitable for usage by female athletes. The school does not provide the services of an athletic trainer nor is it involved in the provision of physical examinations for athletes.
<b>Publicity</b>	<b>X</b>	The school does have written guidelines for the posting of athletic recognition in public areas at the school. According to the school's re-visit form, it sponsors one cheerleading squad which cheers at all home varsity contests for football, girls and boys basketball teams. The school's pep band performs at all home football games and at five home boys basketball games and five home girls basketball games.
<b>Support Services</b>	<b>X</b>	The school currently has one booster club which provides approximately \$190 per team for athletic awards and approximately \$50 per athlete for the provision of athletic equipment and supplies. These monies are run through school accounts. THIS BOOSTER CLUB ALSO SUPPLIES SUPPORT BEYOND THE TWO AREAS MENTIONED ON AN "AS NEEDED" BASIS. THE EXPENDITURES FOR THESE "AS NEEDED" ATHLETIC BENEFITS ARE NOT RUN THROUGH SCHOOL ACCOUNTS, DO NOT CURRENTLY REQUIRE PRIOR ADMINISTRATIVE APPROVAL, AND APPEAR TO HAVE LITTLE OR NO ADMINISTRATIVE OVERSIGHT FOR EQUITY. (See KHSAA Recommended Action.) THE CATEGORY OF TOTAL ATHLETIC SUPPORT COULD NOT BE FULLY EVALUATED DUE TO THE SCHOOL'S FAILURE TO PROVIDE A FULL ACCOUNTING OF EXPENDITURES (i.e. no travel or per diem expenditures were provided.) According to the expenditures that were documented, the school was well within acceptable parameters both on a percentage and a per athlete basis during school years 2006-07 and 2007-08. According to school

<b>Support Services Cont'd</b>			administrators a small number of one-year scholarships are provided to athletes by the school's booster club. These one-year partial scholarships do not appear to have any written guidelines or administrative oversight for equity. (See KHSAA Recommended Action.)
<b>Athletic Scholarships</b>	<b>NA</b>		
<b>Tutoring</b>	<b>NA</b>		
<b>Housing and Dining Facilities and Services</b>	<b>NA</b>		
<b>Recruitment of Student Athletes</b>	<b>NA</b>		

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

The school's Corrective Action plans for the past three years call for the following:

- provision of an equitable girls basketball dressing room;
- purchasing girls golf bags;
- construction of a softball field house.

**6. Observed Deficiencies in Overall Girls and Boys Athletics Programs**

No major deficiencies were designated by the recent school visit, but there are several "areas of concern" which must be addressed with all deliberate speed in order to maintain a non-deficient status in several areas. These "areas of concern" are as follows:

- disparity in quality of amenities provided for softball in relation to baseball;
- failure to maintain needed guidelines, plans, and schedules in the Title IX file;
- lack of provision of administrative oversight in relation to booster club spending;
- lack of provision of complete documentation of expenditures to KHSAA;
- lack of Gender Equity Review Committee meeting minutes in order to verify required number of meetings have taken place.

**7. KHSAA Recommended Action in relation to new deficiencies**

In order to address the "areas of concern," previously designated, the school should submit the following documents to KHSAA for approval.

(LOCKER ROOMS, PRACTICE and COMPETITIVE FACILITIES) On or before **February 13, 2009**, the school is to submit to KHSAA a written usage schedule for all shared athletic facilities (this may be in the form of a monthly practice rotation schedule).

This documentation is to become a part of the school's Title IX file. On or before **February 13, 2009**, the school is to submit to KHSAA written designation of all locker room and athletic storage space assigned to each team. These documents are to be placed in the school's Title IX file.

On or before **January 22, 2009**, the school is to submit to KHSAA copies of school board minutes showing the approval of the construction of the new girls softball field house. These minutes are to be signed by the superintendent, school board chairman, and high school principal. Written updates on this project are to be submitted to KHSAA on **February 15, 2009, March 20, 2009, and April 13, 2009.** The **March 20, 2009** and **April 13, 2009** are to include both interior and exterior pictures of the facility. Each update is to be signed by the principal, district Title IX coordinator, and the athletic director.

(ACCOMODATION of INTERESTS and ABILITIES) On or before **April 30, 2009**, the school is to submit to KHSAA written minutes from at least two Gender Equity Review Committee meetings held after **December 5, 2008**. These minutes are to show who was in attendance at the meetings and be signed by both the school and district Title IX coordinators.

(EQUIPMENT and SUPPLIES) On or before **February 13, 2009**, the school is to submit to KHSAA a written uniform review and/or replacement plan showing provision of equity in this area.

(TRAVEL and PER DIEM ALLOWANCES) The school's **April 15, 2009** annual report is to show complete and accurate expenditures for provision of all athletic transportation and per diem regardless of the sources of the funding. These expenditures are part of the school's T-35 and T-36 forms.

(SUPPORT SERVICES) On or before **February 13, 2009**, the school is to submit to KHSAA a written plan for administrative oversight for equity of benefits for all booster club spending. This plan is to include, but not be limited to, the person responsible for this oversight and the method(s) of approval used to insure this desired equivalence.

On or before **February 13, 2009**, the school is to submit to KHSAA written guidelines relating to the provision of scholarships to athletes by the school's booster club. These guidelines should address the issue of equity and be signed by the principal, district Title IX coordinator, and school Title IX coordinator.



**8. KHSAA Recommended Action in relation to reoccurring deficiencies**

No deficiencies were designated by the December 12, 2000 school visit.

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator:** Rick Sallee, One Bearcat Drive, Lawrenceburg, KY  
(502) 839-3406 40342

**District Level Title IX Coordinator:** Wayne King, 3384 ByPass Court, Lawrenceburg, KY  
(502) 839-3406 40342

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Wayne King	Director of Student Services	(502) 839-3406
Madison Carter	Student Athlete	(502) 839-1125
Steve Higgins	School Board Member	(502) 598-99190
Givniga Kennedy	Athletic Booster	(502) 839-4264
Ray Woodyard	Principal	(502) 839-5118
Patricia Sims	Girls Tennis Coach	(502) 839-5118
Jordan Alves	Student Athlete	(502) 680-7005
Martha Mullins	KHSAA	(859) 299-5472
Steven Rucker	Boys Tennis Coach	(502) 600-0645
Gary W. Lawson	KHSAA	(502) 875-3817

**10. Comments**

No one from the community attended the public meeting which was adjourned at 5:45 pm EST.