



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Boone County High School**

Reviewed By: **Brigid L. DeVries**

Date of Visit: **October 28, 2003**

Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (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

Were the calculations performed correctly? Yes No

Comments:

Corrections were made on earlier submissions of Form T-1 regarding the percent of total participation of boys and girls (May 2001). It also appears that on the 2003 April 15 submission of Form T-1, corrections were made to properly record the number of participants so that Form T-1, T-2 and T-4 are all the same. It appears that the school has still not reached the compliance standard of 3% in the area of participation 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

Were the calculations performed correctly? Yes No

Comments:

There has been progress in the area of program expansion for girls. Form T-2 indicates that in the last 5 years one new freshman team was added.

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

Were the calculations performed correctly? Yes No

Comments:

It appears that overall, school personnel are offering the sports in which the students are interested. However, school personnel should continue to be responsive to student input on the yearly interscholastic athletic survey. While the addition of intramural sports do not count as interscholastic opportunities, school personnel should consider starting some of these activities as a way of gauging the overall interest that might be there at the interscholastic level.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments:

School personnel need to continue to be responsive to the student athletes in attendance at the school.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		It appears from the 2002-2003 April 15 th Title IX Annual Verification report that overall, the sports interests are being met by Boone County High School personnel. However, Form T-3 indicates that there is sufficient interest in sports opportunities not currently offered, and this shall be closely monitored.
Equipment and Supplies	X		It is suggested that a written policy be developed on the purchase of equipment and uniforms. Existing uniforms for sports participants are excellent and appear to be comparable.
Scheduling of Games and Practice Time		X	School personnel need to ensure that, by the 2004-2005 basketball season, 40%-50% of girls' basketball games be scheduled in "prime time". It appears that, with construction of the new softball facility for the 2003 season, the softball scheduling issue has been resolved.
Travel and Per Diem Allowances	X		Current meal allotments and travel appear to be comparable except in the area of boys' and girls' basketball. Large expenditure differences need to be documented in writing and included in the financial information.
Coaching	X		School personnel need to be sensitive to advertising and attracting the best coaches possible. Efforts to hire a swimming coach need to continue.

Locker Rooms, Practice and Competitive Facilities	X		Athletic facilities appear to be comparable. The new softball facility is an excellent facility and has alleviated the major facility inequity at the high school. Locker rooms can be improved and school personnel need to be sensitive to developing a plan for equitable improvements and expansion. It is recommended that the four year rotation of locker rooms be reviewed and modified so that during a four year period, all students have the opportunity to use the best locker room facilities. A suggested practice would be to rotate locker rooms every two years.
Medical and Training Facilities and Services	X		Weight room schedules for all sports should be posted indicating priority for those in season. Additional weight equipment should be added which better accommodates the female athletes.
Publicity	X		School personnel can be more creative in promoting sports programs. The trophy display in the concession stand area is an example of this.
Support Services	X		
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 (T-60)

School personnel are advised to pay close attention to items on the 2002-2003 Corrective Action Plan and address any carry-over items.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There needs to be more oversight on the athletic budget and total athletic expenditures. School personnel shall develop policies that address such things as the purchase of equipment & uniforms, "prime time" play, athletic recognition programs, publicity and travel. It is recommended that all school and athletic personnel work together as a team so that all student-athletes at Boone County High School have the same opportunity to be successful in sports. Due to the recent Title IX complaint filed by parents of Boone County students, continued scrutiny of the entire athletic program is of the utmost importance.

7. Facility Recommendations or Concerns

8. KHSAA Recommended Action

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time
- School shall submit the following additional information:

(Selection of Cheerleaders) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" home games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2004-2005 season. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

In the **April 15, 2004** Annual Verification Audit Report submitted by school personnel, individual salaries or stipends must be shown/submitted for each head and assistant coach.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: **Peggy Brooks**

District Level Title IX Coordinator: **Kathleen Reutman**

Name	Title	Telephone
Angel Buchanan	Softball Coach/PE Teacher	859-282-5655
Alan Bath	Chemistry/Physics Teacher	859-282-5655
Peggy Brooks	Principal	859-282-5655
Donnie McFarland	Assistant Principal	859-282-5655
Jay Mulcahy	Athletic Director/PE Teacher	859-282-5655
Kathleen Reutman	Executive Director of Student Services	859-334-4455
Brigid L. DeVries	KHSAA Commissioner	859-299-5472
Larry Boucher	KHSAA Asst. Commissioner	859-299-5472

10. Comments

Patrice Fischer, BCHS student, and Sonja Fischer, BCHS parent, attended the public comment session.

School personnel should evaluate the makeup of the Gender Equity Review Committee, and add student-athletes. It is recommended that minutes are kept and placed in the school's permanent Title IX file. The school's District Title IX Coordinator shall be a Committee member and be in attendance at all of the meetings.

Future interscholastic surveys should be closely scrutinized to ensure that school personnel are meeting the needs of the student population.

The 2002-2003 Corrective Action Plan indicates that the budget for interscholastic sports needs to be evaluated and improved. This should be a topic of discussion at the Gender Equity Review Committee meetings. Appendix E of the budget report of the Boone County Schools Monthly Athletic Report (June 2002) includes significant expenditures for cheerleading, i.e. \$31,641.64. While not considered a sport by OCR standards, the amount of money spent on this extracurricular activity might indicate available resources that could be spent on other girls' sports opportunities (i. e. swimming and lacrosse).

The quality of boys' and girls' coaches needs to be reviewed on a regular basis.

School personnel are to be commended for building an on-campus softball facility which addressed a previous OCR complaint.