

## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: **Boyle County**

Reviewed By: **Fran Edwards**

Date Of Visit: **February 15, 2001**

Telephone Number of Reviewer **(859) 277-0746**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Thru 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)

<b>X</b>	<b>A</b>	Substantial Proportionality
<b>X</b>	<b>B</b>	History and Continuing Practice Of Programs Expansion
<b>X</b>	<b>C</b>	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes  No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:
It appears that the school performed the calculation correctly.

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes  No

Comment:
It appears that the school has performed the calculation correctly.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes  No

Comment:
It appears that opportunities for students in their areas of interest are being provided for students at Boyle County High School.

**3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?**

Yes  No

Comment:
Students at Boyle County High School were surveyed to ascertain their interest in athletic activities.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	X		The accommodation of interests and abilities is currently satisfactory. For female participants, there are nine varsity teams (basketball, softball, cross country, golf, soccer, swimming, track, tennis and volleyball), seven junior varsity teams (basketball, softball, soccer, volleyball, swimming, track and cross country), and three freshman teams (basketball, cross country and volleyball).
<b>Equipment and Supplies</b>	X		Both the quantity and quality of uniforms appears to be excellent. A written rotation plan for the purchase of uniforms is being followed.
<b>Scheduling of Games and Practice Time</b>	X		Practice times for the basketball teams use of the gymnasium is rotated on a daily basis. The middle school gymnasium is also available. The girls' basketball teams are playing Prime Time games. Including doubleheaders with the boys' teams. An alternating schedule for the two cheerleading squads has been established for boys and girls basketball and soccer games.
<b>Travel and Per Diem Allowances</b>	X		Travel is budgeted and paid for by the board of education. It is suggested that the amount of money spent for meals for the various teams be reviewed as one aspect of a complete study of financial practices.
<b>Coaching</b>	X		The summary Program Comparison Chart revealed that the coaching salaries and years of experience are comparable for boys' and girls' teams.
<b>Locker Rooms, Practice and Competitive Facilities</b>	X		The two items in the Corrective Action Plan addresses needs related to the locker rooms and competitive facilities. One item is the addition of a softball field on the school campus and construction of this facility is underway. It is projected that the facility will be ready by the 2002, playing season, this is a year behind schedule. It is the recommendation of the Audit Team that the facility be comparable with the baseball field; including concrete dugouts, press box, lights, scoreboard, fencing and appropriate

			playing surface. Softball as a team sport was initiated at Boyle County High School in the late 1980's and the construction of this facility is overdue. The second item in the Corrective Action Plan deals with "unequal quality locker rooms for boys and girls." The timetable for corrective action is "by Fall 2002." It is suggested that the Gender Equity Review Committee work on a plan to address this issue immediately. Weight training and conditioning for all athletic teams is encouraged and a written schedule for use of the weight room should be posted.
<b>Medical and Training Facilities and Services</b>	X		A well-equipped training room is available for athletes and a program is in place for students to receive instruction in proper training practices. It is clear that this is a very successful and positive aspect of the athletic program.
<b>Publicity</b>	X		It is suggested that consideration be given to joint endeavors for the publicity of the various sports. For example, a "sports schedule card" for winter activities including all basketball and swimming teams could be developed.
<b>Support Services</b>	X		The primary sources of revenue for the athletic program are funds from the board of education, booster club activities and gate receipts. Based on comments made during the Audit Team's visit, it appears that booster clubs have expended funds independently without regard for the overall conduct of the athletic program. Administrative oversight for budgets and expenditures for athletics has been lacking, and discussion of policies and procedures to more appropriately finance athletics must be started immediately.
<b>Athletic Scholarships**</b>	X		Form T-37, Athletic Scholarships – Summary Program Chart is to be resubmitted by April 1, 2001.
<b>Tutoring**</b>	X		
<b>Housing and Dining Facilities and Services **</b>			

<b>Recruitment of Student Athletes**</b>			
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**5. Brief Summary/Analysis of The Corrective Action Plan (T-60)**

The Corrective Action Plan for Boyle County High School included two items for correction: (1) the school system does not have a softball field and (2) unequal quality locker rooms for boys and girls. The softball facility was to be finished by the fall of 2000. However, it is still under construction and the new target date is for the 2002 softball season. The fall of 2002 is slated for the development of a plan to address the inequity that exists between male and female locker rooms.

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

As mentioned previously, the most important area to be addressed in the immediate future relates to the funding of the athletic program. The current practice of permitting booster clubs to maintain their own accounts and spend money without administrative supervision establishes the likelihood that inequities will occur. Thoughtful discussion among members of the school community must take place in an effort to achieve consensus that results in administrative oversight and comparable benefits for all students.

**7. Facility Recommendations or Concerns**

Two recommendations regarding the facilities include the construction of a softball facility and a plan to eliminate inequities in the locker rooms for male and female participants. These were listed in the Corrective Action Plan. It is suggested that the softball facility be completed in manner that will render it comparable with the baseball facility.

**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:

**Form T-37, Athletic Scholarships – Summary Program Chart is to be resubmitted by April 1, 2001.**

**(Selection of Cheerleaders)** On or before **April 15, 2001**, the school is 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, 2001**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2000/2001 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.

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

**High School Title IX Coordinator:** Elgin Emmons, 1637 Perryville Rd., Danville, KY. 40422  
(859)236-5047 Ext. 3070

**District Level Title IX Coordinator:** Delmer Warren, 103 Dogwood Dr., Lancaster, KY. 40444  
(859)236-6634 Ext. 3219

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Mark Morgan	Parent/Community Member	(859) 236-0092
Michelle Feistritz	Teacher/Coach	(859) 238-7951
Jackie Smith	Counselor	(859) 236-3410
Taylor Begley	Student Athlete	(859) 236-1134
Sharon Johnson	Parent/Board Member	(859) 236-7900
Mike Pittman	AD/Coach	(859) 236-1707
Jim Spears	Teacher/Coach	(859) 236-9622
Pam Rogers	Superintendent	(859) 236-6634
Fran Edwards	Audit Team Member	(859) 277-0746
Allen Jackson	Audit Team Member	(859) 277-3615

**10. Comments**

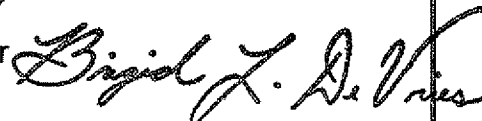
Based on the preparation of the 1999-2000 Audit Document and the comments made during the Audit Team's visit, the Gender Equity Review Committee is to be commended for their efforts to comply with Title IX. It appears that opportunities and benefits are being provided for both male and female athletes. However, the Gender Equity Review Committee is encouraged to complete the items identified in the Corrective Action Plan as rapidly as possible. It is apparent that the school system has been extremely lax in providing a softball facility given a team was formed in the late 1980's and money was provided for improvements for other teams. Also, it is important to address the locker room situation in the immediate future. Finally, the Audit Team suggests that the restructuring budgeting and expenditures be a top priority.

# Kentucky High School Athletic Association

## MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner  
Brigid L. DeVries, Executive Assistant Commissioner



Date: March 13, 2001

Subject: KHSAA Title IX Final Audit Report  
2000-2001 School Year

Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2000-2001 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be imposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 2000-2001 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.





KHSAA  
Title IX Audit Visit  
Sign In Sheet

School: Boyle County

Date of Visit: 2-14-01

High School Title IX Coordinator: Elgin Emmons <sup>1637 Perryville Rd</sup> Danville, KY 859-236-5047  
Name Address Phone Ext. 3070

District Level Title IX Coordinator: DELMER WARREN <sup>103 DOGWOOD DR.</sup> LANCASTER, KY 40444 (859) 236-6634  
Name Address Phone EXT. 3219

Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name	Title	Phone Number
<u>MARK MORGAN</u>	<u>PARENT/ COMMUNITY MEMBER</u>	<u>859/236-0092</u>
<u>Michelle Feistritz</u>	<u>Business teacher/Girls B-Ball Coach</u>	<u>(859) 238-7951</u>
<u>Jackie Smith</u>	<u>Counselor</u>	<u>(859) 236-3410</u>
<u>TAYLOR BEGLEY</u>	<u>STUDENT-ATHLETE</u>	<u>(859) 236-1134</u>
<u>Sharon Johnson</u>	<u>Parent/Bd. Member</u>	<u>(859) 236-7900</u>
<u>Mike P. Homan</u>	<u>AD/Boys B-ball Coach</u>	<u>859-236-1707</u>
<u>Jim Spears</u>	<u>teacher/Track Coach</u>	<u>859 936 9622</u>
<u>FRAN EDWARDS</u>	<u>Audit Team Member</u>	<u>(859) 277-0746</u>
<u>Pam Rogers</u>	<u>Superintendent</u>	<u>859-236-6634</u>