



TITLE IX FINAL AUDIT REPORT

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

School: Campbell County

Reviewed By: Fran Edwards

Date Of Visit: January 31, 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)

<input type="checkbox"/>	A	Substantial Proportionality
<input type="checkbox"/>	B	History and Continuing Practice Of Programs Expansion
<input type="checkbox"/>	C	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:

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:
As a result of incomplete information, Forms T2-T4 will be resubmitted by March 1, 2001.

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:
As a result of incomplete information, Forms T2-T4 will be resubmitted by March 1, 2001.

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

Yes No

Comment:
Students attending Campbell 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
Accommodation of Interests and Abilities	X		The accommodation of interests and abilities is currently satisfactory.
Equipment and Supplies	X		All uniform purchases are on a four-year rotation and replacement of lost or damaged uniforms occurs annually. Form T5, Equipment and Supplies – Team Chart, for volleyball was

			not included and should be completed. It was reported that the boys' tennis team receives two cases of balls and the girls' tennis team receives 10 cans of tennis balls. This disparity must be addressed. Two forms (T-5), one for the boys and one for the girls, should be completed for the swimming team.
Scheduling of Games and Practice Time	X		Inconsistencies between the Summary Program Comparison Chart (Form T-12) and information reported on the Scheduling of Games and Practice Times -- Team Chart (Form T-11) were noted. These discrepancies should be rectified. The reported information gives the appearance that more contests were scheduled for boys' teams than girls' teams. It should be documented as to whether or not this difference is a result of competitors not fielding junior varsity and freshman teams. Prime time games are being played by the girls' basketball team, including doubleheaders with the boys' teams and games held on Saturday. Currently there is one cheerleading team for girls' games and another team for boys' games. A plan to rotate cheerleading teams should be developed and implemented for next year.
Travel and Per Diem Allowances	X		
Coaching	X		An Extra Services Salary Schedule for 2000-2001 was included in the audit document. It is noted that there is a distinction in pay for non-certified staff as compared with certified staff. The use of volunteer coaches for boys' basketball and baseball provides evidence of support for male teams that is not available for female teams. The Gender Equity Committee should address this issue and develop a plan to encourage involvement of volunteer coaches for girls' teams.

Locker Rooms, Practice and Competitive Facilities	<p style="text-align: center;">X</p>		<p>Four locker rooms, (boys' Physical Education and boys' athletic and girls' Physical Education and athletics) are available for participants. Although the locker rooms are relatively new, approximately seven years old and are in good condition, the boys' athletic locker room and girls' athletic locker room are not comparable. The locker room for the boys is considerably bigger and also has double the number of lockers available in the girls' locker room. It is important that members of the Gender Equity Committee begin the planning process to address this disparity. The on-campus practice and competitive facilities are well constructed and equipped. However, two concerns must be addressed immediately. First, lights for the softball field need to be installed. Installation of lights for the field is an item listed on the Corrective Action Plan (Form T60). The time frame for completion of this item is "within five years." This time range must be shortened so that the softball field is comparably equipped similar to the baseball field. The second concern relates to the availability of the three weight rooms for female participants. During the Audit Team's visit it appeared that two of the weight rooms were not equipped for female athletes. It is recommended that a written schedule be posted for both female and male athletes in the main weight room and that weight-training programs be encouraged for female athletes. On Form T-41, Checklist for Overall Interscholastic Athletics Program, the check mark indicates that an advantage is given to the boys' program for this benefit. Members of the Audit Team concur with this assessment and suggest that efforts be undertaken to achieve compliance in this area.</p>
Medical and Training Facilities and Services	<p style="text-align: center;">X</p>		<p>Currently, a trainer is assigned for forty hours per week and serves the needs of female and male athletes.</p>

Publicity	X		
Support Services		X	The primary sources of revenue for the athletic program are gate receipts, fund-raising activities by team members and booster club activities. The Budgets – Program Comparison Chart, Forms T-35 and T-36, submitted were incomplete. The amounts of money budgeted for the various benefits were not included and no information was recorded for the football program. Based on comments made during the Audit Team’s visit, it appears that teams have maintained individual accounts and 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 initiated immediately.
Athletic Scholarships**	X		
Tutoring**	X		
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)

The Corrective Action Plan for Campbell County High School included three items: (1) install lights on the softball field, (2) add a girls’ golf coach and (3) survey interest in fielding a slow pitch softball team. The installation of lights at the softball facility is to occur “within five years” and it is the opinion of the Audit Team that this time frame be significantly shortened. During the 2000-2001 school year, a golf coach and a slow pitch softball team are to be added.

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

As mentioned previously, the most important area to be addressed in the near future relates to the funding of the athletic program. Based on the expenditures included in the 1999-2000 report, there is an advantage in terms of the overall benefits provided to the boys' program. The sum of money expended on male athletes, excluding football, was \$122,469. Less than one-half that amount, \$57,442, was spent for female athletes. In other terms, the average spent per female was \$245, the average spent per male was \$381. This disparity should be corrected. 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**

Facility recommendations include shortening the time frame for installation of lights in the softball facility and initiating efforts to closely examine the need for an additional locker room for female athletes.

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, 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.

(Additional Forms) The following forms are to be submitted by **March 1, 2001**:

- Form T-2, Accommodation of Interests and Abilities - Summary Program Chart 2
- Form T-3, Accommodation of Interests and Abilities - Summary Program Chart 3
- Form T-4, Accommodation of Interests and Abilities - Summary Program Chart 4

The following forms are to be submitted by **June 1, 2001**:

- Form T-35, Budgets - Program Comparison Chart 1
- Form T-36, Budgets - Program Comparison Chart 2

The following information is to be submitted by **June 1, 2001**:

Submission of the minutes of the Gender Equity Meetings. Discussion is underway with the goal of revising current financial practices in an effort to rectify disparities in funding between male and female athletics.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mike Bankemper, (859) 635-4161

District Level Title IX Coordinator: William C. Voelker, (859) 635-2173

NAME	TITLE	PHONE NUMBER
Larry Boucher	Asst Commissioner - KHSAA	(859) 299-5472
Allen Jackson	Audit Team Member	(859) 277-3615
Fran Edwards	Audit team Member	(859) 277-0746
Stephen Sorrell	Principal - CCHS	(859) 282-7328
William C. Voelker	Exec. Dir. of Operations	(859) 635-2173
Mike Bankemper	Athletic Dir. CCHS	(859) 635-4161

10. Comments

In comparison with other athletic programs in Kentucky high schools, it is likely that the opportunities and benefits for both male and female athletes at Campbell County High School would be judged as more than satisfactory overall. Currently, all sports sanctioned by the KHSAA for female participants are offered at Campbell county High School. Also, overall, the on-campus facilities for practices and games that were constructed

approximately seven years ago are well designed and equipped for the athletes. However, despite these positive aspects, there are concerns. It is the opinion of the Audit Team that the potential benefits for female athletes are not being realized and that greater efforts must be undertaken within the school community to promote athletics for girls.

The conclusion that improvements should be made is based on several factors. First, and foremost, the disparity in expenditures must be resolved in a manner that results in greater benefits for females. This endeavor will require the school community to engage in planning and implementing an alternative approach to the funding and the disbursement of revenues for athletics. Also, the policies and procedures that are developed must encompass provisions for the principal's oversight of the money budgeted and expended. Second, the Audit Team suggests that the Gender Equity Committee formulate a long-range plan to encourage higher levels of female participation and provide for greater support of girls' athletics. For example, it is noted that several male teams have volunteer coaches. It should be possible to start a similar effort to provide the same benefit for girls' athletics. Also, a question arises when there are three weight rooms available and no evidence of female participants training in the facilities. The Gender Equity Committee is encouraged to brainstorm novel and creative plans to raise the level of the female athletic program to its fullest potential.