



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

(For schools re-visited during the 2006-2007 school year)

School: **Campbell County**  
 Prepared By: **Fran Edwards**  
 Date of Re-Visit: **November 28, 2006**  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Larry Boucher**

**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-7) Yes  No

**2. Opportunities Component of Title IX Compliance**

Area of Compliance:  
(Check One or More)

<b>X</b>	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
<b>X</b>	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:**

Based on the information submitted with the 2005-2006 Title IX Annual Report, it appears that the area of Substantial Proportionality is likely an area of compliance for Campbell County High School. Last year there were a total of 706 female students attending the school, representing 47.9% of the total student population. There were 329 female participants, representing 47.3 of the student athletes. The two percentages are within 3% of each other, which is the target for compliance.

- 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:**

- 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:**

The area of Full and Effective Accommodations of Interest and Abilities is also likely an area of compliance. Currently, Campbell County High School offers all KHSAA sanctioned sports for female athletes.

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

**Comments:**

The students attending Campbell County are surveyed to ascertain their interest in sports.

#### 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		As noted previously, all KHSAA sanctioned sports for females are available for female participants. A total of ten sports are offered, including both fast and slow pitch softball.
<b>Equipment and Supplies</b>	X		The quality and quantity of equipment/supplies provided for male athletes and female athletes is rated as satisfactory. However, school personnel are encouraged to closely monitor spending for this benefit. A disparity is in the amount spent for male athletes and female athletes was reflected on Forms T-35 and T-36 included with the 2005-2006 and 2004-2005 Title IX Annual Reports. During the interview phase of the Title IX Revisit, the coaches were unable to explain the difference and stated the opinion that equipment/supplies were provided on an equitable basis. There is a written uniform policy in effect and it is strictly enforced. Although teams purchase their own uniforms, they must adhere to the rotation put forth in the policy.
<b>Scheduling of Games and Practice Time</b>	X		For the girls' 2006-2007 basketball season, the team plays four of their nine home games (44%) on a prime date. This exceeds the standard of compliance for the benefit. Additionally, the school was compliant for the 2005-2006 basketball season.
<b>Travel and Per Diem Allowances</b>	X		Travel opportunities are comparable for both male and female sports teams. A written policy is followed for the purchase of meals: \$4.00 for breakfast, \$6.00 for lunch and \$8.00 for dinner. School personnel are requested to submit to KHSAA offices by March 1, 2007, a written policy covering the allowance for lodging for away travel to tournaments, camps, etc. Transportation costs are funded through the school and subsidized by the school board.

<b>Coaching</b>	<b>X</b>		A written supplemental salary schedule that is equitable for coaches of female teams and coaches of male teams for coaches pay is included in the Title IX documents. The vast majority of coaches are on-campus. The coaching staffs for volleyball and girls' basketball teams do not include a female. The Gender Equity Review Committee is encouraged to develop strategies that will encourage females to assume coaching positions at Campbell County High School.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>X</b>		All locker rooms, practice and competitive facilities are very well maintained. Written assignments for locker rooms, storage, and offices, as well as written facility usage schedules, were made and included with the Title IX documents. Since the initial Title IX Visit conducted in January, 2001, school personnel have corrected two majors concerns that were noted at that time. Lights have been installed at the softball field. Also, there are now two locker rooms assigned to female teams that corrected the disparity in this benefit for male athletes as compared to female athletes. It is suggested by the KHSAA Audit Team members that consideration be given to developing a plan to construct a press box at the softball field. Banners are hung in the gymnasium for all teams that include recognition for conference, district and region wins. Also, a separate banner displayed for state winners. This form of recognition is equitable and school personnel are requested to forward to KHSSA offices by March 1, 2007 a written policy addressing this practice.
<b>Medical and Training Facilities and Services</b>	<b>X</b>		The training room appears to be well equipped and a trainer is available for student athletes on and daily basis. The trainer's services are provided through a contract established with Nova Care. The three weight rooms are scheduled through the athletic director; written monthly calendars for these facilities were

			posted.
<b>Publicity</b>	<b>X</b>		Seasonal media guides and pocket teams schedules are printed. Guidelines for banquets, recognition, pep assemblies and individual athletic awards are included in the Campbell County Athletics Coaches Handbook.
<b>Support Services</b>	<b>X</b>		<p>Since the initial Title IX Visit in 2001, school personnel have successfully endeavored to create a much more structured approach to funding athletic teams that helps to insure like benefits for both genders. The Gender Equity Review Committee members and school personnel are to be commended for their efforts in this area. All gate receipts are deposited in the school's general fund. All coaches have access to this fund through purchase orders that receive athletic director and principal approval. Individual team fund raising activities must receive principal and school board approval and purchase orders are used to access the money earned through these events. A student participation fee is levied; \$65 for the first sport, \$25 for the second sport and no charge for following sports. There is one booster group that supports the athletic program and a written, signed agreement is included in the Title IX file. Booster fund raising activities must receive approval from school officials and the money raised is kept in external accounts. Coaches may apply for funds through the use of purchase orders. It is critical that all members of the school community are aware and follow the current guidelines developed to insure parity in expenditures. The potential for money to be expended by the booster group without adhering to the proper procedures does exist. Consequently, it is of the utmost importance that every effort be made to reinforce the idea that the overall well being of the school's athletic program is dependent upon all interested parties continuing to follow the established safeguards for equitable support for all teams.</p>

<b>Athletic Scholarships</b>	<b>N/A</b>		
<b>Tutoring</b>	<b>X</b>		
<b>Housing and Dining Facilities and Services</b>	<b>N/A</b>		
<b>Recruitment of Student Athletes</b>	<b>N/A</b>		

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

The Corrective Action Plan submitted with the 2005-2006 Annual Report includes four long term items: (1) the addition of a press box to the softball field, (2) the addition of space to the boy's and girl's locker rooms, (3) the creation of a Hall of Fame and an additional trophy display area. And (4) the addition of AED machines and new taping tables for the athletic training room.

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

As noted previously, school personnel are requested to provide to KHSAA offices written policies addressing the display of banners in the gymnasium and allowances for travel.

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

School personnel will submit to KHSAA offices by March 1, 2007, a written policy that delineates the display of banners in the gymnasium. Also, school personnel will submit to KHSSA offices by March 1, 2007, a written policy that puts forth allowances for lodging at away events.

## 8. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Bob Jones

District Level Title IX Coordinator: Kerry Hill

Name	Title	Telephone
Gary W. Lawson	KHSAA Auditor	(502) 875-3817
Olivia Kah	Student Representative	(859) 448-9020
Ed Cravens	Girls Basketball	(859) 635-4161
Ginger Webb	Principal	(859) 635-4161
Laurie Gray	Girls Soccer	(859) 635-4161
Mary Ellen Allender	Athletic Secretary	(859) 448-2464
David Franzen	Coach, Parent, Booster Grp	(859) 635-1732
Bob Jones	Athletic Director	(859) 635-4161
Susan Dunn-Fanzman	School Board Member	(859) 781-6230
Fran Edwards	KHSAA Auditor	(859) 299-5472

## 10. Comments

The Title IX file developed for Campbell County High School is comprehensive and the information is well organized. Both the athletic director and assistant athletic director are to be commended for their work in presenting documents that afforded a full description of the athletic program. Included in the Title IX file were: copies of all reports, Gender Equity Review Committee minutes, office/storage/locker room assignments, facility usage schedules, policies, and an athletic handbook. Also, other examples of written materials provided a more complete picture of the athletic program, such as media guides, team schedules and athlete/team recognition events.

The interview phase of the Title IX Revisit held on November 28, 2006 was informative. The KHSAA Title IX Auditors discussed Campbell County's athletic program with two student athletes, who are members of the Gender Equity Review Committee, and two coaches of female teams. The comments made by the athletes and coaches supported the view that both opportunities for participation and benefits provided for team members are on an equitable basis for both genders. The principal, athletic director and district Title IX director also met with the KHSAA auditors. It is apparent that school personnel have altered both attitudes and procedures relative to financial matters at Campbell County High School since the initial Title IX Visit in 2001. During the past few years procedures have been implemented to address the previous concerns about fund raising and expenditures for athletics that resulted from a lack of appropriate administrative oversight. Seemingly, at this time, procedures are followed so that the allocation of monies for athletic opportunities and benefits occurs on an equitable basis for

both genders. It is anticipated that both school personnel and members of the booster group will be steadfast in their commitment to maintaining parity in athletic experiences for males and females.

The Gender Equity Review Committee meeting held during the Title IX Revisit was well attended and members are representative of the school and community. The discussion left the impression that the group is actively engaged in promoting the spirit and intent of Title IX.