



Kentucky High School Athletic Association
2280 Executive Drive ° Lexington, KY 40505 www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

MEMORANDUM

TO: Superintendent, Principal, Athletic Director, District
Central Hardin High School

FROM: Brigid L. DeVries, KHSAA Commissioner
Larry Boucher, KHSAA Assistant Commissioner *LB*

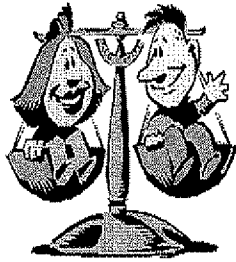
DATE: December 28, 2007

RE: KHSAA Title IX Re-Visit Final Audit Report
2007-2008 School Year

Enclosed please find a copy of the KHSAA Title IX Re-Visit Final Audit Report, KHSAA Form T76, regarding the recent Title IX compliance re-visit to your school/school district. As you review the report, please pay particular attention to what additional information the reviewer may have requested in order to properly assess your athletic program. This information, as well as the date its return is required, can be found in Sections 7 & 8 of the enclosed report.

Should you have specific questions regarding the content of this Title IX Re-Visit Report, please contact the Kentucky High School Athletic Association at 859-299-5472.

Thank you for your continued work in this very important project.



KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT

(For schools re-visited during the 2007-2008 school year)

School: **Central Hardin**
Prepared By: **Fran Edwards**
Date of Re-Visit: **December 6, 2007**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Larry G. 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-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

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments:

- 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:

It appears that the area of Full and Effective Accommodations of Interest and Abilities meets the standard for opportunities compliance for Central Hardin High School. The female population attending the school is approximately 800 students and all nine KHSAA sanctioned sports are offered.

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

Comments:

The Student Interest Survey will be administered to all students in grades nine through eleven during this school year. The responses to the survey will be carefully reviewed to ascertain if there is an interest in a sport that is not currently offered. Any meetings held to further assess student interest will be documented and copies will be maintained in the Title IX file.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		As noted earlier all KHSAA sanctioned sports are available for female students attending Central Hardin High School. During the past five years volleyball, swimming, and softball teams have been added to expand offerings for female participants.
Equipment and Supplies	X		The quality and quantity of equipment and uniforms is rated as excellent. Coaches are responsible for turning in inventories of equipment to the athletic director. New uniforms are purchased for all teams on a rotating basis; a cycle of approximately three years. However, a policy, in written form, is to be developed reflecting this practice.
Scheduling of Games and Practice Time	X		Rotation plans are in effect to insure that both genders have comparable access to facilities. For the 2007/08 girls' basketball season, Central Hardin is compliant for prime dates. Four of ten (40%) home games are to be played on Friday, Saturday or Sunday.
Travel and Per Diem Allowances	X		The school board currently bears the cost of travel including funds needed for buses, gas and drivers during the regular season for the various sports. The school sets the amount of money which can be spent for meals. This agreed upon practice is to be put in a written policy.
Coaching	X		A copy of the supplemental pay for the various coaching positions is included in the Title IX documents. Either a head or assistant coach is on campus for all girls' teams. Levels of experience for coaches of girls' teams are comparable with the level of experience for boys' teams.
Locker Rooms, Practice and Competitive Facilities	X		Overall, locker rooms, practice and competitive facilities are well maintained and are equitable for both genders. Other than swimming and golf all practices and events are held on campus. There are numerous locker rooms available for student athletes. In terms of gender equity, other than a baseball/softball comparison, both boys and girls have similar dressing areas. The building that houses a

<p>Locker Rooms, Practice and Competitive Facilities</p>		<p>hitting facility, storage and changing area for baseball is superior as compared with the building provided for softball players. During the Title IX Revisit, it was stated that discussions have taken place regarding this disparity and school personnel recognize that a more appropriate facility will have to be constructed for members of the softball team. The locker rooms provided for the boys basketball team and girls' basketball team are very well appointed. And although it is not a Title IX concern, there is a marked difference among assigned areas furnished for the various teams. Perhaps the assignment of locker rooms should be reviewed by members of the Gender Equity Review Committee. New banners for the gymnasium are being purchased and will reflect district, regional and state wins for all teams. A written policy is to be developed reflecting this practice.</p>
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Medical and Training Facilities and Services	X		A trainer is employed and serves male and female athletes on an equitable basis. The weight room is located in a field house and used by several teams as well as a physical education conditioning class. The weight room is, by all appearances, a facility whose main goal is to serve the football team. It is recommended by members of the Title IX Audit Team that this area be redone in a manner that is more inviting for female athletes.
Publicity	X		There are printed seasonal schedule cards and media guides that encompass both male and female teams. Banquets are held for all sports. There is one cheerleading squad that supports the boys' teams and girls' teams on an equitable basis.
Support Services	X		Based on a review of the Annual Reports submitted to KHSAA offices and observations/comments made during the Title IX Revisit, it is apparent that funding is equitable and, of late, possibly favors female teams. All teams and their respective booster organization that wish to take part in a fund raising activity must complete a form and receive principal approval. It is the recommendation of the Audit Team that these procedures be delineated in a written format. All Central Hardin teams are supported by active booster groups and the impression is that coaches work closely with their booster group. These organizations on a yearly basis are required to submit a list of officers and an annual report of funds raised and expended. Based on comments made during the Title IX Revisit, it appears that the by laws governing these groups vary and that there is a lack of conformity in what is provided for the individual teams. It is recommended that the Gender Equity Review Committee and school administration initiate discussions to consider the advisability of developing booster agreements that more definitively set forth the activities of the groups and their relationship to the school and team.
Athletic Scholarships	N/A		
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 (Form T-60)

The items included on The Corrective Active Plan submitted with the 2006/2007 Annual Report centered on continuing with the planned upgrades for the soccer facility and the purchase of new uniforms for the track, soccer and softball teams.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

7. KHSAA Recommended Action in relation to new deficiencies

Although deficiencies were not marked in either area of opportunities or benefits, it is imperative that policies be developed to help insure continued equity in the conduct of the athletic program. By **March 1, 2008** policies relative the purchase of uniforms, meal allotments and the display of banners in the gymnasium are to be submitted to KHSAA offices.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kenny Lane

District Level Title IX Coordinator: Jon Ballard

Name	Title	Telephone
Phyllis Catlett	KHSAA Audit Team	(859) 299-5472
Ron Ortiz	Principal	(270) 737-6800
Jon Ballard	District Title IX Coordinator	(270) 769-8802
Scott Tubbs	School Board Member	(270) 300-2336
Vera Priddy	Cross Country Coach	(270) 737-6800
Mark Martin	Softball Coach	(270) 737- 6800
Chris Adams	Golf Coach	(270) 360-9685
Keri Gibson	Student Athlete	(270) 737-6800
Kenny Lane	Athletic Director	(270) 737-6800
Tim Isaacs	Girls' Basketball Coach	(270) 737-6800
Hal Bender	Girls' Soccer Coach	(270) 737-6800
Fran Edwards	KHSAA Audit Team	(859) 299-5472

9. Comments

The permanent Title IX file is comprehensive and well organized. The athletic director, who serves as the school Title IX Coordinator, is to be commended for his efforts in maintaining a well-presented and complete file. The file included the 1999 Self Study, all Annual Reports, written schedules reflecting practices, games and facility usage. Also, information regarding publicity, booster groups and an athletic handbook was made available during the Title IX Revisit.

The Gender Equity Review Committee met on September 7 this school year and the meeting held during the Revisit on December 6 was well attended. The committee is actively involved in promoting both opportunities and benefits for student athletes on an equitable basis. It is suggested that another student, who is not a senior, be added to the committee to enhance the work of the group. Minutes of meetings are being kept and in the future the titles or positions of the attendees should be identified with their names.

Based on comments made by students and coaches during the Title IX Revisit, the interscholastic athletic program at Central Hardin is conducted in an equitable manner for both genders. The remarks made by those associated with the sports program indicated that there is a sense of pride and support is readily given by school personnel and the community. As noted previously, it is recommended that written policies be developed that reflect current practice relative to the purchase of uniforms, the display of banners in the gymnasium, the amount of money to be expended for meals. Additionally, it is strongly advised that the procedures followed for fund raising is in a written format and that serious consideration is given to the development of booster club agreements for the various organizations supporting the athletic program.

Central Hardin High School



3040 Leitchfield Road
Cecilia, KY 42724
270-737-6800
Fax 270-765-3889



Ron Ortiz, Principal

ASSISTANT PRINCIPALS

Tim Isaacs
Chris Bauer
Keith Graham
Chastity Yates

COUNSELORS

Kenny Lane
Lisa Lee
Myra Lewis
Fred Stein

To: Ron Ortiz, CHHS Coaches, Gender Equity Committee, CHHS School-Based Council, KHSAA

From: Kenny Lane *KL*
Athletic Director
Central Hardin High School

Date: January 29, 2008

RE: Report addressing deficiencies identified by the KHSAA Title IX, Re-visit final Audit report

On January 23, 2008 a CHHS coaches meeting was held at 7:45 in the school library. The three deficiencies identified by the KHSAA were discussed and the following suggestions were agreed upon by all CHHS coaches in attendance.

Deficiency #1 -- (Establish a written policy on purchase of uniforms) It was recommended and given unanimous approval to put in place a written policy on the purchase of uniforms using school funds or booster funds on a 3 year cycle with the purchase of any fill in uniforms as needed, if funds are available.

Deficiency #2 -- (Establish a written policy on travel and per diem allowances) It was recommended and given unanimous approval to establish a maximum of \$5.00 per meal allowance. This is based on 3 meals per day. Coaches can also opt for a straight \$15.00 per day per athlete. Per Diem can be adjusted in high cost of living areas.

Deficiency #3 -- (Establish a written policy concerning recognition banners on display in main gym) Achievements by CHHS athletic teams that will be recognized by identical banners in CHHS main gym include all KHSAA and KAPOS sponsored events during post-season competition.

*Approved
K Lane
2-26-08*

Bruin Excellence

Equal Educational and Employment Institution



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December 28, 2007

Dear Fran:

I have reviewed your audit report of **Central Hardin High School** and concur with your findings. You have requested the following information be provided to you by this school on the dates below:

3-1-08 – Submit written policies regarding:

- Purchase of Uniforms
- Meal/Per Diem Allotments
- Awards/Recognition/Banner Display

Please make note of these deadlines for the submission(s) you have requested and be prepared to follow up on these no later than 3-15-08. Please inform me when completion of your request has been met.

If I may be of any assistance to you, please give me a call.

Sincerely,

A handwritten signature in cursive script that reads "Larry".

Larry Boucher
KHSAA Assistant Commissioner



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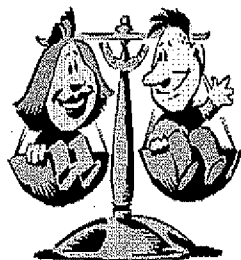
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