



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

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

School: **Corbin High School**  
 Reviewed By: **Gary W. Lawson**  
 Date of Re-Visit: **December 10, 2007**  
 Telephone Number of Reviewer: **(502) 875-3817**  
 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)

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

**Comments: According to data submitted by the school, it has met the standard established in Test #1 for provision of athletic opportunities during two of the past three school years (2005-06 and 2006-07) and is still currently meeting that standard.**

- 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: According to data submitted by the school, it has met the standard established in Test #2 for provision of athletic opportunities during only one of the past three school years (2005-06) and is not currently meeting that standard.**

- 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: According to the school's current offerings for female athletes, and the results of its most recent student surveys, it does appear to be meeting the standard established in Test #3 for provision of athletic opportunities.**

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

**Comments: According to data submitted by the school, it appears to have surveyed its student body properly. A return rate of 94% was received on the most recent student survey.**

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

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>	<b>X</b>		<p>According to data and calculations submitted by the school, it has met the standard established in Test #1 for provision of athletic opportunities during the past two school years (2005-06 and 2006-07). It is also likely that the school is meeting the standard established in Test #3 for provision of athletic opportunities. There is an indicated interest in girls swimming, but this sport does not appear to be a feasible option for Corbin High School at this time. Currently, the school offers all sanctioned sports for girls at the varsity level, and the same number of junior varsity and freshmen teams for girls and boys. KHSAA officials reviewed the school's Title IX file. It was found to contain the school's most recent self-study, all annual reports to KHSAA, a board approved salary schedule for coaches, sample team schedules for all sports, school sponsored seasonal schedules and game programs, school athletic handbook, written booster club agreements, district level planning documents related to gender equity, written usage schedules for all shared athletic facilities, team practice schedules, written designations of assigned locker room and athletic storage space, written minutes for all Gender Equity Review Committee meetings, a written uniform review/replacement plan, and a written policy relative to travel and per diem provided during post season tournaments. School officials were commended for the development and maintenance of the comprehensive and functional Title IX file. School officials were also praised for development of a meaningful corrective action plan including projected completion dates for designated projects.</p>
<b>Equipment and Supplies</b>	<b>X</b>		<p>This area was designated as deficient in the December 9, 1999 school report due to the school's failure to produce self-audit information related to equipment provided for the baseball and softball teams. The recent visit showed high quality uniforms and adequate equipment being provided for all teams at Corbin High School. All uniforms are purchased with school funds except girls and</p>

<b>Equipment and Supplies Cont'd</b>			boys soccer which are purchased by boosters. The school currently has a uniform review/replacement plan which is based on a four-year rotation. According to the school's 2006-07 annual report, it was spending approximately \$129 per female athlete compared to approximately \$193 per male athlete for equipment and supplies. It was suggested that school officials monitor this spending for "equivalence."
<b>Scheduling of Games and Practice Time</b>	X		According to the school's re-visit form, the number of scheduled competitive events for "like" sports appeared equitable. Prime time playing opportunities for girls basketball was discussed. According to the school's 2006-07 girls basketball schedule, 50% (4/8) of the girls home basketball games were played on "prime dates", and 75% (3/4) of those prime date games were played during the "prime time" slot. The school's 2007-08 girls schedule as posted on the KHSAA website indicates that 46% (6/13) of the girls home basketball games will be played on "prime dates" and 83% (5/6) of those games are to be played during the "prime time" slot.
<b>Travel and Per Diem Allowances</b>	X		This area was rendered deficient by the December 9, 1999 school report due to a perceived inequity in providing out of state travel opportunities for boys teams compared to girls teams. The school appears to have shown an "equivalence" of travel opportunities during the past three years. The school currently has written guidelines for provision of travel and per diem for overnight post season tournaments. KHSAA officials suggested that these guidelines be expanded to include regular season travel. (See KHSAA Recommended Action.)
<b>Coaching</b>	X		The school was assessed a deficiency in this area in December, 1999 primarily due to salary differences and disparities in the number of coaches for girls and boys teams. A review of the school's current extra service pay schedule for coaches appears to show parity. The current school re-visit form shows an "equivalence" of coaches provided for "like"

			teams. The benefits of coaching accessibility were discussed with school officials. The school's re-visit report indicates that only 13% (1/8) of the girls head coaches are on-campus employees while 38% (3/8) of the boys head coaches are on-campus employees.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>X</b>		This area was rendered deficient by the December, 1999 school report mainly due to the discrepancies between the girls and boys locker rooms. Since the time of that report, the school has constructed a new on-campus softball complex which includes a new playing field with excellent amenities and an adjacent dressing room, coaching office, concession stand, and public restrooms. This new complex would rank very high in provision of total benefits. The school has totally renovated the girls basketball dressing area in the gym. It has not only been expanded, but the amenities have also been greatly improved. A new field house has also been constructed which provides a dressing area for girls track, girls cross country, and girls soccer. A dressing room has also been added in the gym for volleyball and girls tennis. Since 1999, the school has made drastic improvements in the provision of dressing facilities for female athletes. The school is also in the early phases of constructing a new soccer complex approximately 2 ½ miles from the school. The plan for this facility calls for a dressing area similar to the one currently available at the softball complex. The school visit showed that all athletic teams are provided adequate storage areas for athletic equipment.

<b>Medical and Training Facilities and Services</b>	<b>X</b>		Since the time of the December 9, 1999 school visit, a new, large indoor practice facility has been constructed which includes a spacious, well-equipped weight training room. The weight room has weights and equipment suitable for use by female athletes. The school has a usage schedule for the practice facility and also for the weight training room posted at the facilities. All athletes have access to a physical therapist provided by Corbin Physical Therapy.
<b>Publicity</b>	<b>X</b>		According to the school's re-visit form, spending for publicity and awards appear equitable. This re-visit form as well as interviews with administrators indicate the school sponsors one cheerleading squad which cheers at all home boys and girls basketball games, all post season tournaments, and at an <u>equal</u> number of <u>selected</u> away games for both the boys and girls basketball teams.
<b>Support Services</b>	<b>X</b>		A discussion was held concerning the school's current situation with booster clubs. At this point, the "varsity" club serves as an all sports booster club which runs all of its purchases through school accounts. The softball, baseball, football, and soccer teams have individual booster clubs which do not run any purchases through school accounts, and there is no requirement for school approval of their purchases. According to the school's annual report in 2005-06, athletic spending was far outside acceptable parameters for equivalence (approximately \$898 per male athlete and \$531 per female athlete). The school was given written notice of this situation on the T-65 form sent June 27, 2006. The school's spending data in the 2006-07 annual report showed increased parity but was still slightly outside acceptable parameters. Although it appears significant improvement has been made, the school needs to continue to move in a positive direction in this area. (See KHSAA Recommended Action.)
<b>Athletic Scholarships</b>	<b>NA</b>		
<b>Tutoring</b>	<b>NA</b>		

<b>Housing and Dining Facilities and Services</b>	<b>NA</b>		
<b>Recruitment of Student Athletes</b>	<b>NA</b>		

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

The school's Corrective Action plans for the past three years call for the following:

- Completion of the girls softball complex;
- Completion of the new girls basketball locker room;
- Increasing prime time playing opportunities for girls basketball;
- Adding participation opportunities in girls softball and soccer;
- Construction of a new soccer complex;
- Efforts to increase girls' interest in cross country, softball, and golf.

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

No major deficiencies were designated by the most recent school visit. This shows significant progress by the school since the December 9, 1999 visit when all benefit areas were designated as deficient. Again, school officials are to be commended for their focused efforts in this endeavor. As noted in the body of this report, there are some "areas of concern" which need to be addressed by the school in order to maintain the current status. (See KHSAA Recommended Action.)

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

No new deficiencies were designated by the most recent school visit.

8. **KHSAA Recommended Action in relation to reoccurring deficiencies**

Although no deficiencies were designated by the most recent school visit, the following is to be submitted to KHSAA in order to address the "areas of concern" listed in this report.

(TRAVEL and PER DIEM) On or before April 1, 2008, the school is to submit to KHSAA an expansion of the current written guidelines for provision of travel and per diem allowances. This expansion is to include regular season as well as post season provision of benefits. This should also be a part of the school's April 15, 2008 Corrective Action plan submitted to KHSAA.

(SUPPORT SERVICES) On or before April 1, 2008 the school is to submit to KHSAA a written plan for oversight of athletic spending in order to provide an "equivalence" of benefits. This plan should include, but not be limited to, the oversight of booster club spending in those situations where these clubs maintain off-campus accounts.



## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Gerald Foley, 368 Oaklawn Circle, Corbin, KY 40701  
(606) 528-7282

District Level Title IX Coordinator: Darrell Tremaine, 81 Ashby Ave., Corbin, KY 40701  
(606) 528-1303

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Darrell Tremaine	Assistant Superintendent	(606) 528-1303
Joyce Phillips	Principal, Corbin High	(606) 528-3902
John Crawford	Parent/Booster	(606) 344-2035
Chris Hart	Softball Coach	(606) 521-0123
Lisa Cleary	School Board Member	(606) 528-0870
David Cox	Principal, Corbin Middle	(606) 523-3615
Martha Mullins	KHSAA	(859) 299-5472

## 10. Comments

No one from the community attended the public comments session. The meeting was adjourned at 5:25 p.m. EST.



Joyce A. Phillips  
Principal

Corbin High School  
Athletic Department  
1901 Snyder Street  
Corbin, Kentucky 40701



Gerald Foley  
Athletic Director

*Received - OK  
3-26-08*

*Just*

*Material requested by 12-10-07  
audit report.*

03-13-08

KHSAA  
2280 Executive Drive  
Lexington, KY 40505

Dear Sir,

Enclosed are additions made to Travel and Per Diem spending and Booster Club spending oversight which you requested to be included in our Title IX Audit. I believe these additions will satisfy your request. If you need anything else from our school please let me know.

Sincerely,

*Gerald Foley*

Gerald Foley



**Joyce A. Phillips**  
Principal

**Corbin High School**  
Athletic Department  
1901 Snyder Street  
Corbin, Kentucky 40701



**Gerald Foley**  
Athletic Director

**Corbin High School**  
**Athletic Policy**  
**On**  
**Overnight Trips/Per Diem Expenditures**

Corbin High School athletics does not provide money for overnight regular season trips. For KHSAA post season tournaments that require overnight stay the athletic department will provide for each student \$7.00 per meal and will allow \$125.00 per motel room. Each room will be occupied by four (4) athletes. (Exception-If there is not a motel room available for stated prices we will exceed this figure.)

Overnight Trips and Per Diem expenditures for regular season tournaments and/or camps paid by booster clubs or team fund raisers will follow the policy set forth for postseason events which are paid from Athletic Department Funds.

Meals for teams during the season will adhere to the following guidelines:

1. No pre-game meals to be purchased by athletic department or booster clubs. (Exception-If team is leaving immediately after school, before 4:00 p.m., the team, paid for by booster club or team fund raisers, may provide a fast food meal not to exceed \$5.00)
2. Post game meals may be provided by booster clubs or team fund raisers if the travel distance is greater than 50 miles.



Joyce A. Phillips  
Principal

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1901 Snyder Street  
Corbin, Kentucky 40701



Gerald Foley  
Athletic Director

### ATHLETIC SPENDING

All athletic spending through the school business office requires a purchase order. The purchase order must be dated and signed prior to purchase. This includes all money from the athletic fund and individual sports accounts from fund raising activities. Signatures are required from the requisitioner and principal. All purchase greater than \$1000.00 must also be signed by the Superintendent.

### BOOSTER CLUB SPENDING

Booster clubs are a valuable source of financial support for athletic teams. They may with board approval operate concessions at special events and other projects on school property and involving students.

1. The name of the club officers shall be submitted to the school principal at the beginning of the school year.
2. An annual financial report shall be submitted to the principal by June 30 reporting receipts from admissions, fund raisers, dues, concession sales, and other categories; expenditures by payee, and beginning and ending balances.
3. All requests for spending must be made to the athletic director or principal. The form will give a description of item being purchased and must be signed by the requisitioner, booster president, athletic director and/or principal.
4. A copy of all requests will be kept in the athletic director's office.

BOOSTER CLUB  
EXPENDITURES

SCHOOL: CORBIN HIGH SCHOOL

BOOSTER CLUB: \_\_\_\_\_

DATE	DESCRIPTION	AMOUNT

\_\_\_\_\_  
Requisitioner's signature

\_\_\_\_\_  
date

\_\_\_\_\_  
Approved by Booster President

\_\_\_\_\_  
date

\_\_\_\_\_  
Approved by Athletic Director

\_\_\_\_\_  
date

\_\_\_\_\_  
Approved by Principal

\_\_\_\_\_  
date