

TITLE IX FINAL AUDIT REPORT

(For schools visited during the 1999-2000 school year)

School: Corbin High School

Reviewed By Danny C. Reeves

Date of Visit: December 9, 1999

Telephone Number of Reviewer: (859) 288-4664

(Please direct questions to Reviewer at above number during normal business hours)

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No **unable to determine compliance**

Summary Forms T-1 Thru T-41 Yes No **Info. missing from some team forms**

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Areas of Compliance (check at least one):

	A	Substantial Proportionality
	B	History and Continuing Practice Of Program Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chose, 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:

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

Yes No

Comment:
Unable to determine based on information provided. It appears that the school is attempting to expand offerings for girls (i.e., volleyball) as a follow-up to student surveys. However, based on the limited information provided, a conclusion cannot be drawn at this time that the school's response fully responds to the stated interest(s). The school should supply survey results to confirm selection of volleyball.

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

Yes No

Comment:
The school should submit a summary of the results of student surveys to allow the KHSAA to assess compliance.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation to Interests and Abilities		?	Unknown, see comments above.
Equipment and Supplies		?	Follow-up required for baseball and softball teams. See comments below.
Scheduling of Games and Practice Time		?	Follow-up required for girls' basketball teams. Corrective Action Plan is deficient regarding affirmative action to be taken. Deadlines to be imposed by the KHSAA following receipt of additional information.
Travel and Per Diem Allowances		?	Follow-up required regarding out of state travel by baseball team and funding provided by other sources for such travel.
Coaching		?	Follow-up required to determine salary differences and number of coaches provided for certain sports which are comparable.
Locker Rooms, Practice and Competitive Facilities		?	Follow-up required to determine if discrepancies noted in girls' and boys' locker rooms have been corrected. This includes, but is not limited to, submission of drawings from architect and photos of locker rooms following changes.
Medical and Training Facilities and Services		?	Locker room use to be clarified. The school should certify steps taken to make the new facility available to all teams/sports.

Publicity		?	Follow-up required to determine if equal support (i.e., cheerleaders, pep bands) are available and attend girls' games in same number as boys' games. In addition, the school should submit information regarding the selection process for cheerleaders. Do "A" team cheerleaders attend football and boys' basketball games, while lesser quality groups cheer at girls' contests?
Support Services		?	Some coaches have noted that they do not have offices and other support services that are provided to other teams.
Athletic Scholarships**	X		N/A
Tutoring**	X		N/A
Housing and Dining Facilities and Services **	X		N/A
Recruitment of Student Athletes**	X		N/A

5. Brief Summary/Analysis of The Corrective Action Plan (T-60)

The Corrective Action Plan addresses some, but not all, of the deficiencies noted in the KHSAA's Preliminary Report. Other deficiencies have not been addressed. Significantly, those that have been addressed do not have specific deadlines that are necessary.

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

(See attached Comments.)

7. **Facility Recommendations or Concerns**

(See attached Comments.)

8. **Recommended Action To Be Taken by KHSAA**

Recommend Additional Steps For Title IX Compliance (See attached Comments.)

Probation For _____

Fine In The Amount of _____

Prohibition From Post Season Play

Suspension From the Association

Notify Equity Division and KBE of Potential Title IX Violations

Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations

9. **KHSAA To Follow-Up Regarding Corrective Action If Necessary On The Following**

1. **(Information Supplied Regarding Baseball Program/Facilities)** The Preliminary Report issued by the KHSAA noted the excellent condition of the Corbin High School Baseball field and accompanying facilities. (It should be noted, however, that, at the time of the KHSAA's visit, several baseball facilities were locked and could not be not inspected.) In fact, this may be the best baseball field inspected during the KHSAA's Title IX audits performed to date. However, the report submitted by the Baseball coach rates this field as only "good". (The softball coach has not submitted form T-27 that includes, among other things, a rating of the field used by that team.) Other "less-than-excellent" ratings are given by the baseball coach related to benefits provided to the baseball team. This calls into question whether the forms submitted by the baseball team are accurate.

Accordingly, an audit of the entire baseball program appears necessary. This includes, but is not limited to, all uniforms and equipment as well as a review of all travel games (out-of-state?) and expenditures for the team (regardless of the source). The school shall outline a plan for conducting a complete audit of benefits provided to the baseball and softball teams

no later than **December 15, 2000**. Further, the school shall notify and obtain the approval of the KHSAA of the individual or entity chosen to perform this audit no later than **December 15, 2000**.

2. **(Coaches' Salaries)** It appears that the school has attempted to correct salary inequities through attrition (one assistant baseball coach will not be replaced upon termination or retirement) and through reassignment of duties of the baseball coach. And while salaries for softball coaches appear to have been increased, it does not appear that any other substantive changes have been made at this point. For example, the head coach was originally paid approximately \$5,000 for his duties. These duties have now been separated into coaching and maintenance. The coach is paid \$2,500 for each function B clearly, a change in name only. The school shall provide the KHSAA with specific information regarding whether additional duties have been given to the baseball coach at the time of the above-referenced change of status. This additional information shall be provided to the KHSAA no later than **December 15, 2000**.
3. **(Softball Facilities)** The school's Corrective Action Plan does not address deficiencies noted with respect to the facility used for softball. This is a major area of concern noted during the KHSAA's earlier audit of facilities. Accordingly, the school shall advise the KHSAA of specific action to be taken, together with completion dates for such action no later than **December 15, 2000**.
4. **(Scheduling of Prime Time Contests)** While the school recognizes the need to adjust certain game times and dates, no affirmative action has been taken. Instead, the school has indicated that changes will be dependent upon other schools making similar changes. This response is insufficient. The school shall submit its schedule of games for winter sports before action is taken in this regard. Information regarding scheduling shall be submitted to the KHSAA no later than **December 15, 2000**.
5. **(Locker Rooms)** Regarding locker rooms used by girls' teams, the school shall submit architect sketches/drawings of changes which have been or will be made to locker rooms used by girls' teams. In addition, once these changes are complete, the school shall be required to submit up-to-date photographs depicting the boys' and girls' locker rooms used by its basketball teams. This information shall be submitted no later than **December 15, 2000**. In addition, the school shall advise the KHSAA of the date on which renovation are expected to be completed. The school shall submit the above-referenced photos within 15 days of this date.
6. **(Weight Room Use)** Coaches of some teams have indicated that they are not allowed to use the weight room (i.e., cross country). Accordingly, the school shall adopt a schedule of times that each team can use the facility. The school shall advise the KHSAA of action taken no later than **December 15, 2000**.

7. **(Cheerleaders and Pep Bands)** The school shall provide the KHSAA with information regarding the selection process for cheerleaders who perform at girls' and boys' games. Specifically, are "A" rated cheerleaders selected to perform at football and boys' basketball games, while "B" rated cheerleaders are selected to perform at girls' contests? In addition, the school shall advise the KHSAA of the number of games that pep bands and other support groups will perform at boys and girls' games during the 2000-2001 season. This information shall be submitted no later than **December 15, 2000**.
8. **(Student Survey Responses)** The school has not submitted enough information to determine if it is seeking to add the sport(s) reflected by the student surveys. Accordingly, the school shall provide further information regarding the interests indicated on the surveys no later than **December 15, 2000**.
9. **(Incomplete Submissions)** A number of team forms are incomplete or are not signed. This is an area of concern where the coach does not provide information such as the number of weeks of practice before a season starts. The school shall review all forms submitted and correct any deficiencies no later than **December 15, 2000**.
10. **(Coaches' Offices)** The softball coach has indicated a desire to have an office. In comparison, facilities for the baseball team appear to be more than adequate. Likewise, no office space is provided for the girls' cross-country coach. The school shall submit a plan for addressing this discrepancy on or before **December 15, 2000**.
11. **(Addition of Volleyball)** The school shall provide specific information about the addition of intramural classes and the details concerning specific communications with other schools in the area (i.e., who was contacted, when did the conversation occur and what decisions were reached during the conversation) to determine if a good faith effort has been made to add volleyball. The school shall provide this information to the KHSAA no later than **December 15, 2000**.
12. **(Correction of Any Inaccurate Information)** The school's gender equity committee should review its prior submissions to the KHSAA to determine the accuracy of the materials submitted. The school should address this issue no later than **December 15, 2000** and advise the KHSAA of any corrections.
13. **(Booster Club Funding)** The school should confirm whether booster club funds and other resources are included in form T-35 and T-36. If not, this information should be provided no later than **December 15, 2000**.

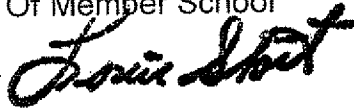
Kentucky High School Athletic Association

November 17, 2000

Memorandum

To: Superintendent & Principal Of Member School

From: Louis Stout, Commissioner



Date: November 17, 2000

Subject: KHSAA Title IX Final Audit Report
1999-2000 School Year

Enclosed please find a copy of your school's final Title IX KHSAA Audit Report for the 1999-2000 school year. As you review the report, please pay particular attention 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.

While exact reporting procedures and all of the required documents for the 2000-2001 school year have not been determined at this time, an annual update of your Corrective Action Plan will be required. In light of that probability, you should expect to include in your 2000-2001 Title IX Corrective Action Plan how you intend to address issues that have been raised in this 1999-2000 Final Audit Report.

Should you have specific questions regarding the content of your 1999-2000 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.