



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

(For schools re-visited during the 2014-2015 school year)

School: Corbin
Prepared By: Gary W. Lawson
Date of Re-Visit: September 24, 2014
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-19) Yes No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes No

Benefits Summary Charts (Forms T-35 & T-36) Yes No

Checklist Overall Athletics Program (Form T-41) Yes No

Corrective Action Plan Summary Charts (Form T-60) 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: According to the rosters and information submitted to KHSAA on the T-1 forms, the school has not met the standard established in prong 1 of the opportunities test during any of the past three school years. The T-1 form in the 2013-14 annual Title IX report shows that female students were 51.9% of the school's enrollment while they were 39.7% of the athletic participants.

- 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: The rosters and data submitted to KHSAA on the T-2 forms show that the school has not met the standard established in prong 2 of the Title IX opportunities test during any of the past three school years. The T-2 form in the 2013-14 annual report shows that the school has added three varsity teams for females during the past five years which have approximately 31 current participants. These additions have increased female participation by around 12%.

- 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 information submitted on the school's T-3 forms along with the data found in the most recent student athletic interest survey indicate that the standard established in prong 3 of the opportunities test is being met. In 2013-14, the school was offering all KHSAA sanctioned sports for girls at the varsity level, and a total of 19 teams for female participation and the same number for male participation.

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

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The December 9, 1999 Title IX school visit report stated that it could not be determined if any prong of the opportunities test was being met because of the lack of information provided by the school. The December 10, 2007 report rated the school <i>Satisfactory</i> stating the documentation provided indicated the standards established in both prongs 1 and 3 were being met. More recent submittals show that the school has likely met the standard established in prong 3 of the opportunities test during each of the past three school years. It appears that in recent years the school has added athletic teams as dictated by student interest. (See detailed explanations for all three prongs of the opportunities test on page 2 of this report.) There was a thorough review of the school's Title IX file during the most recent visit. It was found to contain both the previous Title IX school visit reports, all the annual Title IX reports to KHSAA for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all school-sponsored sports, a sample of a written booster club agreement, facility usage schedules for all shared athletic venues, regulations regarding recognition of athletic accomplishments (see <i>Publicity</i> and <i>KHSAA Recommendations</i>), a partial listing of the locker room space assigned each team (see <i>Locker Rooms, Practice, and Competitive Facilities</i> and <i>KHSAA Recommended Action</i>), a listing of the athletic equipment storage space assigned each team, minutes, agendas, ad records of attendance for Gender Equity Review Committee meetings for the past three years, a uniform review, rotation, and/or replacement plan, guidelines for the equitable provision of per diem (see <i>Travel and Per Diem</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). The school's athletic director was highly commended for the development and maintenance of a very comprehensive Title IX file.</p>

Equipment and Supplies	X		<p>The original school visit report in 1999 rated this benefit category <i>Deficient</i> saying that the school had submitted inaccurate information and evaluations in relation to softball and baseball uniforms and equipment. The 2007 report deemed this category <i>Satisfactory</i> noting that an equitable uniform review, rotation, and/or replacement plan was in place. The most recent visit revealed that the school has a uniform rotation plan that contains equitable cycles of review and replacement for all "like" sports. All the uniforms reviewed during the visit were of <u>very high quality</u> and appeared to be provided equitably. The interviews with coaches and student athletes confirmed awareness of and adherence to the uniform rotation plan. According to the data submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$132 per male athlete and \$100 per female athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>The 1999 school visit report deemed this benefit category <i>Deficient</i> stating that the school's corrective action plan in relation to this category was unsatisfactory regarding affirmative action to be taken. The 2007 report rated this benefit category <i>Satisfactory</i>. According to information gathered during the most recent visit, the number of competitive events scheduled for teams of "like" sports was comparable. Based on the usage schedules provided for the soccer field, gym, and indoor batting cage, all these shared practice venues were assigned equitably. The scheduling of athletic events during optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.</p>
Travel and Per Diem Allowances	X		<p>This benefit category could not be fully evaluated at the time of the December 9, 1999 visit because complete information and expenditures were not available. The December 10, 2007 report deemed this category <i>Satisfactory</i> but did suggest that the school's athletic travel guidelines be expanded to include regular season travel. (Only post</p>

Travel and Per Diem Allowances continued			<p>season was included in 2007). The travel guidelines provided during the most recent visit addressed provision of both meals and lodging for regular and post season travel. <u>Upon receipt of this report, it is requested that the Gender Equity Review Committee expand these guidelines to address the equitable provision of <i>mode</i> of transportation. The expansion of these guidelines should be part of the school's Title IX Improvement Plan (T-60 form) in the April 30, 2015 report.</u> According to information submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$220 per female athlete and \$80 per male athlete for travel and per diem.</p>
Coaching	X		<p>The 1999 Title IX school visit report deemed this benefit category <i>Deficient</i> because there appeared to be differences in the salaries and number of coaches for certain sports which were comparable. The 2007 report rated this category <i>Satisfactory</i>. The school's principal and athletic director are responsible for evaluating all head coaches. There is no written instrument currently being used for this evaluation. The T-35 form in the 2013-14 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. A review of the district's extra service pay schedule for coaches showed parity. The T-35 form in the 2013-14 annual report shows that the coaching ratio favors female athletes--ten participants per one coach for females and 15 participants per one coach for males. Information gathered during the most recent visit indicated that 40% (4/10) of the head coaches of girls teams are employed on the school campus while 30% (3/10) of head coaches of boys teams are on-campus employees.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>This benefit category was rated <i>Deficient</i> in December, 1999 primarily due to the discrepancies between the boys and girls locker rooms. The December, 2007 report rated this category <i>Satisfactory</i> documenting the significant improvements made in relation</p>

Locker Rooms, Practice and Competitive Facilities continued			to amenities provided for female athletes in this area. The most recent visit again showed that venues for athletic practice and competitions are expansive and very well maintained and appointed. These facilities are excellent. The boys basketball and girls basketball locker rooms are alike in size and quality. The baseball and softball complexes provide very similar amenities. Six lighted tennis courts on the campus are shared equally by the boys and girls teams. The soccer complex located about three miles off the school campus is a state of the art venue with dressing rooms and equipment storage areas on site. The school has an impressive amount of athletic equipment storage space available, and it appears to be assigned equitably. There was only a partial listing of the locker room space provided in the school's Title IX file. (See <i>KHSAA Recommended Action</i> .) The tour of facilities during the visit revealed that all shared locker space was assigned equitably.
Medical and Training Facilities and Services	X		The 1999 school visit report stated that this category was <i>Deficient</i> due to a failure to provide clear information concerning amenities in this area. The 2007 report rated this category <i>Satisfactory</i> documenting that a new, spacious, and well equipped weight training room had been constructed. The school had an equitable usage schedule posted at the facility. The most recent school visit showed the school had a very well equipped weight training room as part of a large indoor multi-purpose practice facility. There is equipment available in the weight room that is suitable for use by female athletes. The school's Title IX file contained an equitable usage schedule for the weight training room, but it was not posted at the facility. <u>UPON RECEIPT OF THIS REPORT, A COPY OF THE WEIGHT TRAINING ROOM SCHEDULE IS TO BE POSTED AT THE FACILITY.</u> The school does not currently provide the services of an athletic trainer for any student athletes. Obtaining physical examinations are the responsibility of the student athletes.

			approval document to be used for all booster purchases. This document required the signatures (approval) of the athletic director and principal for booster purchases. <u>Interviews with school administrators during the recent visit indicated this document is still being used.</u> An analysis of athletic spending for the past two years shows that in 2012-13 spending slightly favored males--\$557 per male athlete and \$440 for female athletes. In 2013-14, spending favored females--\$577 per female athlete and \$485 per male athlete. Over the two-year period, the spending appears to show equivalence for a school that sponsors a football team.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent Title IX improvement plans call for the following:

- administrative monitoring of athletic spending for the provision of parity in regard to athletic benefits.

NOTE: The school has submitted BLANK IMPROVEMENT PLANS (T-60 form) for two of the past three school years (2011-12 and 2013-14).

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were assigned as a result of the September 24, 2014 school visit. There were some **areas of concern** that should be addressed in an attempt to insure that equitable benefits are provided. These areas of concern are in the benefit categories of Publicity, Locker Rooms, Practice and Competitive Facilities, and Travel and Per Diem Allowances. The suggestions for improvement in these categories are listed in the body of this report or under *KHSAA Recommended Action* on page 10 below. It should be emphasized that a major function of the Gender Equity Review Committee is to evaluate the equity of the opportunities and benefits provided by each sport and develop a Title IX improvement plan based on this evaluation. This plan should be documented on the T-60 form in the annual Title IX report.

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated by this report, the following **areas of concern** need to be addressed in order for the school to maintain the current *non-deficient* status.

Publicity—On or before December 15, 2014, the school is to submit to KHSAA an expansion of the current guidelines for publicity which includes provision of equity in relation to awards and post season athletic banquets. These guidelines are to become part of the school's Title IX file and also be included in the April 30, 2015 Title IX Improvement Plan (T-60).

Locker Rooms, Practice, and Competitive Facilities—On or before December 15, 2014, the school is to submit to KHSAA a current list of all locker rooms assigned to teams at Corbin High School. This listing should become part of the school's Title IX file.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the December 10, 2007 Title IX school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Thom Smith, 1901 Snyder St., Corbin, KY 40701
(606) 528-3902

District Level Title IX Coordinator: David Cox, Roy Kidd Ave., Corbin, KY 40701
(606) 528-1303

Name	Title	Telephone
Kenton Frederick	Student Athlete	(606) 528-3902
Jaclyn Jewell	Student Athlete	(606) 528-3902
Eric Steely	Girls Soccer Coach	(606) 528-3902
Jason McDaniel	Girls Basketball Coach	(606) 528-3902
David Cox	District Title IX Coordinator	(606) 528-1303
Thom Smith	H.S. Title IX Coordinator	(606) 528-3902
John Crawford	Principal	(606) 528-3902
Tony Pictraski	Boys Basketball Coach	(606) 528-3902
Toni Carloffis	Parent/Counselor	(606) 528-3902
Gary W. Lawson	KHSAA	(502) 545-3393

10. Comments

One person from the community attended the Public Comments session. The meeting was adjourned at 3:25 pm EDT.