



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

**(For schools re-visited during the 2010-2011 school year)**

School: Cordia  
Date of Re-Visit: January 26, 2011  
Telephone Number of Reviewer: **(859) 299-5472**  
Reviewed By: **Darren Bilberry, Asst. Commissioner**

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)

X	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 data and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years and is 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 and calculations 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 (2007-08) and is not currently meeting that standard. According to the 2009-10 annual report, the school has added no new teams for girls during the past five years.

- 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 data and responses submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The responses on the T-3 form appear to be supported by the answers on the most recent student athletic interest survey.

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

Comments: According to documentation submitted by the school, an 87% return rate was received on the most recent student athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to documentation, responses, and data submitted by the school, it is currently meeting the standard established in both Tests 1 and 3 for provision of athletic opportunities for female athletes. (See explanation on page 2 of this report). The school currently offers nine total team opportunities for girls and six total team opportunities for boys. A representative from KHSAA reviewed the school's Title IX file. It was found to contain the school's original Title IX audit report from February 27, 2002, all the school's annual reports to KHSAA for the past five years, a board approved extra service pay schedule for coaches, sample game schedules for all school sponsored sports, written usage schedules for all shared practice facilities, a written designation of locker room space assigned each team, written Gender Equity Review Committee meeting minutes for the past two years, and a written uniform review, rotation, and/or replacement plan. School officials were commended for the establishment of a well organized Title IX file. There was some documentation needed in order for the file to be complete. (See Publicity, Locker Rooms, Practice and Competitive Facilities and Travel and Per Diem.</p>
Equipment and Supplies	X		<p>DATA SUBMITTED ON THE RE-VISIT REPORT IN RELATION TO THIS CATEGORY IS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. The February 27, 2002 audit report deemed this area satisfactory but did suggest the school develop and implement a uniform review, rotation, and/or replacement plan. The recent visit showed that a plan is in place that provides equity and is based on a four-year replacement cycle. The uniforms reviewed during the recent visit were of high quality and appeared to be provided on an equitable basis. According to the 2009-10 annual report, the school was spending approximately \$73 per female athlete and</p>

			approximately \$77 per male athlete for provision of equipment and supplies.
Scheduling of Games and Practice Time	X		According to the re-visit report, the number of competitive events scheduled for "like" sports over a two-year period shows equivalence. The recent visit showed that shared practice facilities were assigned equitably. According to the 2009-10 basketball results posted on the KHSAA web site, 50% (4/8) of the girl's basketball team's home games were played on prime dates. A review of the posted game times indicate that minimum standards for prime time play were also being met.
Travel and Per Diem Allowances	X		DATA SUBMITTED ON THE RE-VISIT REPORT RELATED TO THIS CATEGORY IS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. The February 27, 2002 audit report deemed this category to be satisfactory but did request that written guidelines regarding provision of per diem by boosters and parents be developed. Interviews with administrators during the recent visit seemed to indicate parity in this area. The school's Title IX file does not currently document the provision of parity. (See KHSAA Recommended Action.) According to the 2009-10 annual report, the school was spending approximately \$48 per female athlete compared to approximately \$98 per male athlete for travel and per diem.
Coaching	X		According to the re-visit form, the total amounts expended for coaches salaries for "like" sports showed equivalence. A review of the school district's extra service pay schedule for coaches indicated parity. According to the 2009-10 annual report, the number of coaches provided for teams of "like" sports was comparable for both genders. The re-visit report showed that 75% (3/4) of the head coaches of girls teams are on campus

			employees while that can be said of 100% of head coaches of boys teams.
Locker Rooms, Practice and Competitive Facilities	X		<p>This category was rendered DEFICIENT on the February 27, 2002 audit report. The following significant disparities were listed: baseball field had lights while softball had none; baseball field had a concession stand while softball had none; office space provided for boys coaches' office had higher quality amenities than the office for girls coaches. The recent visit showed that lights have been installed at the softball field. Safety fence has been erected in front of both dugouts and safety guard has been added to the outfield fence. At this time, concessions are sold from a portable stand provided by Pepsi at both the baseball and softball fields. Permanent restroom facilities are located at the baseball field. These facilities are within walking distance of the softball field. Portable toilets are also available. They are generally located adjacent to the softball field. A review of indoor facilities indicated that the girl's basketball coaches' office is now occupying the larger space previously assigned to boys basketball coaches. All teams except track and cross country have designated athletic equipment storage space. The assignment of storage space is not documented in the Title IX file. (See KHSAA Recommended Action.) The school currently has only two locker rooms which provide essentially the same amenities. One locker room is used by all male sports teams and the other one is used by all female teams.</p>

Medical and Training Facilities and Services	X		<p>The February 27, 2002 audit report rendered this area satisfactory but listed two areas of concern which needed to be addressed. These included female access to the weight training room. At that time, users had to go through a boys' dressing room in order to enter. The second concern was the lack of a posted schedule for the weight training room. The recent visit revealed that the school has opened a new, very well appointed and equipped health and wellness center. This center is accessible to all female athletes. An equitable usage schedule is posted at the facility and a copy is in the Title IX file. There is equipment provided that is appropriate for use by females. The school does not have the services of an athletic trainer at this time. A local physician provides physical examinations to all student athletes at no cost to them.</p>
Publicity	X		<p>According to the re-visit report, the school has one cheerleading squad that cheers at all home and post season tournament games for both the boys and girls basketball teams. The school's mascot attends all home boys and girls basketball games. According to the 2009-10 annual report as well as the re-visit report, the school was spending approximately \$10 per female athlete and \$3 per male athlete for provision of promotions, recognition, publicity, and awards. There are no written guidelines in the Title IX file related to equity in this category. (See KHSAA Recommended Action.)</p>
Support Services	X		<p>According to interviews with administrators, only one team (baseball) has a booster club, and this organization is not currently providing any financial support. According to documentation submitted by the school, total athletic spending heavily favored male athletes in 2008-09. During the 2009-10 school year, males continued to show an advantage, but the gap was narrowed significantly. In most cases, this financial situation would indicate a deficiency in this category. However, according to participation data, males have been the under represented sex in athletics for at least the past five years. School officials were encouraged to continue to monitor all spending</p>

			for equity in provision of benefits.
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 Corrective Action plans call for the following:

- installation of lights at the softball field;
- provision of a concession stand at the softball field;
- provision of a new girls locker room in the gym.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated by the recent school visit. There were a few *areas of concern* that need to be addressed in the areas of Publicity, Locker Rooms, Practice and Competitive Facilities, and Travel and Per Diem.

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated as a result of the recent school visit, the following *areas of concern* need to be addressed in order for the school to maintain its non-deficient status.

(Travel and Per Diem) On or before April 8, 2011, the school is to submit to KHSAA written guidelines related to the equitable provision of travel and per diem for athletes. These guidelines should include mode of transportation as well as meals and lodging. This document is to become a part of the school's Title IX file.

(Locker Rooms, Practice, and Competitive Facilities) On or before April 8, 2011, the school is to submit to KHSAA a listing of all athletic storage areas provided for teams at the school. This listing should be placed in the Title IX file.

(Publicity) On or before April 8, 2011, the school is to submit to KHSAA written guidelines that show the equitable provision of recognition given for athletic accomplishments. These guidelines should include, but not be limited to, provision of banquets and awards. This documentation is to become a part of the school's Title IX file.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency in the area of Locker Rooms, Practice and Competitive Facilities identified as a result of the February 27, 2002 school visit appears to have been successfully addressed by upgrading the softball facility, providing equitable concession stands for baseball and softball, and changing the assignment of two offices for coaches.



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Charles Jones, 6050 Lotts Crab Road, Hazard, KY  
(606) 785-4415

District Level Title IX Coordinator: Cavanaugh Trent, P.O. Box 502, Hindman, KY  
(606) 785-5180

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502)545-3393
Cavanaugh Trent	Athletic Dir./District Coord.	(606) 785-5180
Charles Jones	School Title IX Coordinator	(606) 785-4415
Denny Fugate	Boys Basketball Coach	(606)- 854-7154
Tonya G E Cody	Cross Country/Track Coach	(606) 276-0895
	Asst. Softball	

10. Comments

Due to a winter storm creating hazardous driving conditions, the Public Comments session was canceled. The KHSAA representative conducting the school audit left his contact information with school officials. Any persons or parties having questions or comments related to the school visit should be given this contact information in order to provide an opportunity for continuing dialogue and discussion if desired.

**To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Subject: Copy: Title IX Re-Visit Audit Report For Cordia High School**  
**From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Date: Tue, 1 Mar 2011 14:45:44 -0500 (EST)**

**Attachment: Cordia H S Re-Visit 2011.doc**

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Cordia High School that was conducted on January 26, 2011 by auditor Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

Darren Bilberry  
Assistant Commissioner  
Kentucky High School Athletic Association  
Telephone- 859-299-5472  
Fax: 859-293-5999  
E-Mail: [dbilberry@khsaa.org](mailto:dbilberry@khsaa.org)

Material acquired by Jan. 24, 2011  
audit report.

ok

Gus

4-11-11



## **Cordia School**

### **Athletic and Award Banquet Policy**

**The following guidelines will be followed in regard to spending for athletic and academic banquets at Cordia.**

- 1. Total amount to be budgeted for the entire banquet shall not exceed \$2500.**
- 2. Athletic and Academic awards can be in the form of plaques or trophies.**
- 3. All awards will be assigned by the sponsor, teacher or coach in that respective class, sport or team.**
- 4. Per student/athlete spending shall not exceed \$15.00 per child.**

## **Cordia School Student Travel**

### **And Daily Meal Allowance Guidelines**

- 1. Students representing the school academically or athletically which requires overnight stay will be limited to \$ 100.00 per day for hotel or lodging expenses. Additionally, an allowance of \$30.00 per day on meals will be provided by the coach, sponsor or teacher.**

## **Cordia High School Storage Areas**

**Boys Basketball: Area in Boys Coaching Office.**

**Girls Basketball: Are in Women's coaching office**

**Baseball: Storage Building behind 1<sup>st</sup> base dugout and storage in 3<sup>rd</sup> base dugout.**

**Softball: Storage Building behind 1<sup>st</sup> base dugout (shared with baseball) Section of third base dugout.**

**Girls/Boys Cross Country: Storage area in Basketball locker rooms and down stairs area of the gym.**