

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

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

School: **East Jessamine High School**
 Prepared By: **Reba Woodall**
 Date of Re-Visit: **December 6, 2007**
 Telephone Number of Preparer: **(859) 299-5472**
 Reviewed By: **Larry 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)

X	A	Substantial Proportionality
X	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 submitted by East Jessamine High School, it appears the school has met the standard for Test 1, Test for Substantial Proportionality, during the 2006-2007 school year.

- 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 the data submitted by East Jessamine High School, it appears the school has met the standard for Test 2, Test of History and Continuing Practice of Programs Expansion, during the 2006-2007 school year.

- 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 submitted by East Jessamine High School, it appears the school has met the standard for Test 3, Test for Full and Effective Accommodation of Interests and Abilities, during the 2006-2007 school year.

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

Comments: East Jessamine High School is offering all of the KHSAA sanctioned sports except wrestling. Only 10 male students showed an interest in this sport on the last Student Interest Survey. The Student Interest Survey conducted in 2005-2006 had a return rate of 82% which exceeds the 80% requested by the KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
<p>Accommodation of Interests and Abilities</p>	<p>X</p>		<p>According to the information supplied by the school, East Jessamine High School has met the standards established for Test 1, Test 2, and Test 3 for the 2006-2007 school year. The possibility of meeting the standards for all the tests each year was discussed in the Gender Equity Committee Meeting. The need to meet the standard for one test each year was also addressed at the meeting. The Student Interest Survey was conducted with a return rate of 82% and reflects the students' athletic interests. It appears their interests are being met by the school. East Jessamine currently has 9 varsity, 3 j-v, and 3 freshmen teams for girls, and 9 varsity, 4 j-v, and 3 freshmen teams for boys.</p> <p>The school's Permanent Title IX file was well organized and thorough. They had all annual reports, student surveys, meeting minutes, school and district Title IX policies and guidelines, and handbooks for coaches and athletes. The first on site visit by the KHSAA occurred in 2000. Since that time, the KHSAA has requested schools produce a number of guidelines/policies for Title IX equity and school documentation. The school was well prepared with these items.</p>
<p>Equipment and Supplies</p>	<p>X</p>		<p>Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. There was a slight difference in the baseball and softball uniforms which will be addressed this year. The school had a written uniform purchase/replacement policy with a three year rotation. According to the information on the 2007 Revisit forms T-71 and T-72, the school is currently spending approximately \$184 per female athlete, and \$224 per male athlete for equipment and supplies. This area should be reviewed yearly by the Gender Equity Committee. The school procedures, for purchasing equipment, were discussed during the interview sessions with regard to administrative approval prior to ordering and purchasing equipment. The need to explain this step to booster clubs and</p>

Equipment and Supplies Cont'd			coaches was also discussed.
Scheduling of Games and Practice Time	X		Prime dates and times were discussed during the interview sessions and the Gender Equity Committee meeting. The school was in compliance for the 2006-2007 school year with 44% of girls' basketball games played on prime dates, as well as 44% for the upcoming 2007-2008 school year. The school has one gymnasium. The basketball teams rotate practice in the gymnasium. The school has a written practice schedule for games and practices for all sports in/on all facilities. A copy of this schedule is in the Permanent Title IX file.
Travel and Per Diem Allowances	X		The information submitted by the school on the 2007 Revisit forms shows the school spent \$83 per female athlete, and \$73 per male athlete. Although these amounts do not show an inequity in spending, this is an area where inequity can quickly appear. It is recommended that the Gender Equity Committee review this benefit yearly. The school does not have written guidelines/policies pertaining to Travel and Per Diem Allowances. The school administration and Gender Equity Committee should develop a written policy/guideline for this benefit. Approval may be needed by the School Council, and or the Board of Education. A copy of this should be kept in the Permanent Title IX file, and a copy sent to the KHSAA office.
Coaching	X		According to the information submitted by East Jessamine High School on the 2007 Revisit forms T-71 and T-72, it appears the coaching salaries are equitable. There are 3 girls coaches, and 3 boys coaches on campus. There are 10 female coaches, and 17 male coaches. The need for qualified female coaches was discussed and the school plans to make every effort to hire qualified female coaches when openings occur.
Locker Rooms, Practice and Competitive Facilities	X		The athletic facilities at East Jessamine High School are excellent. The outdoor facilities located at the school are: football stadium, softball field, baseball field, practice football field, three tennis courts, a hitting building with

<p>Locker Rooms, Practice and Competitive Facilities Cont'd</p>		<p>two batting cages for baseball and softball, and a fitness center that is centrally located. The fitness center had an excellent weight room, training room, two coaching offices, restrooms, storage rooms, and a concession stand. Off campus facilities are: soccer and track stadium with a storage building, press box, concession, restrooms, and team meeting rooms. At another location they have an indoor practice building. The practice facility is mainly used for indoor soccer but any sport can request to use it. The tennis courts do not have lights, or bleachers. They are outside the main athletic complex, which makes it hard to charge a fee for home matches. The golf teams use comparable area golf courses for practice and matches.</p> <p>The indoor facilities include one gymnasium, with nice graphics. There are large team pictures of last years' boy's basketball, girl's basketball, and girls volleyball teams on the gymnasium walls. There is also one retired jersey. There are four locker rooms. One for boy's basketball and one for girl's basketball. The other two are used for physical education classes and tennis, golf, and cross-country teams. The boys basketball coach has an office, and the girl's basketball coach shares and office with the volleyball coach. The football and baseball coaches share an office in the fitness center, and the softball coach has an office in the fitness center also.</p> <p>The school has plenty of storage space for all equipment for all sports.</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>The training room is in the fitness center. The trainer is on campus every day after 3:30 p.m. Each coach has the trainer's phone number in case the trainer is needed for an emergency or at a time when the trainer is not scheduled on campus. The trainer goes to all home games and if two events are scheduled on the same day, the trainer attends the one considered a contact sport. There is one washer and one dryer located in the fitness center. All coaches have a key for this room.</p> <p>The weight room was very clean, neat and safe. It has numerous windows and numerous weight stations. The weight room equipment is equitable. There were weight machines that both female and male athletes could use. The free weights had quite a few light plates but the bars were Olympic weight and only 3 small belts were observed. If coaches of female teams want to use free weights, more light weight bars, and small belts should be purchased. A weight room schedule was posted on the door to the weight room.</p>
<p>Publicity</p>	<p>X</p>	<p>The school announcements regularly include athletic accomplishments and events. There are weekly e-mails sent to school personnel that contain school events, including athletic information. There are schedule cards for both soccer teams, both basketball teams, volleyball, softball, and baseball teams. The school has programs for boys cross country, baseball, football, and boy's soccer. The Athletic Director said the department was reviewing this and will take steps to have a program for each sport season which will include all sports for that season. The athletic department, school administration, and Gender Equity Committee should develop a written award and recognition policy/guideline. This should include but not be limited to; letters and bars, trophy displays, banners, retired numbers/jerseys, banquets, etc.</p> <p>The school's Title IX file had a policy on bars and letters that can be used as a starting document. This may also need to be presented to the School Council, and Board of Education. A copy should be kept in the</p>

Publicity			Permanent Title IX file and a copy sent to the KHSAA office.
Support Services	X		<p>The school has one cheerleading squad and a written selection policy. During the interview sessions, discussion occurred pertaining to the cheerleading schedule. The cheerleading policy needs to be reviewed and re-written to explain exactly which events the cheerleading squad will attend. A copy of this should be kept in the Permanent Title IX file, and a copy sent to the KHSAA office.</p> <p>According to the 2006-2007 Annual Report, form T-36, approximately \$659 was spent per male athlete, and \$679 was spent per female athlete. The 2005-2006 T-36 form shows that approximately \$539 was spent per male athlete, and \$427 was spent per female athlete. The 2004-2005 T-36 form shows that approximately \$431 was spent per male athlete, and \$430 was spent per female athlete. Any time a school that has a football team shows a difference of more than approximately \$100 spending between male and female athletes, the Gender Equity Committee should monitor the spending for the following year.</p> <p>Some but not all of the teams have booster clubs. According to the data submitted by the school on the Annual Report Budget forms, spending by booster clubs appear equitable. The spending by booster clubs should be closely monitored by the school administration, and the Gender Equity Committee to ensure continued equity.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
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)

Recommendations from the first on site visit in 2000 included working on prime dates and times for girl's basketball, and insuring the athletic program reflected student interest. The Corrective Plans since the first visit include methods of correcting these to issues. In 2006-2007 prime dates were 44% as well as the 2007-2008 schedule. The school has added 6 teams in the last five years. Other Corrective Action Plans have included facility improvements, as well as equity issues. School provided documents and Re-visit observations show progress in identified actions.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
None

7. KHSAA Recommended Action in relation to new deficiencies

The following are not considered deficiencies at this time, but they need to be addressed.

1. Please submit to the KHSAA, no later than March 1, 2008, a copy of a school wide policy/guideline that addresses the school's equitable policy with regard to the travel and per diem allowances for both male and female sports. A copy of this policy should be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.
2. Please submit to the KHSAA, no later than March 1, 2008, a copy of an established policy/guideline with regard to determining who and when an athlete or team will be honored with banners, awards or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.
3. Please submit to the KHSAA, no later than March 1, 2008, a revised copy of the cheerleading selection policy which should include event attendance schedule. A copy of this should be provided to all pertinent head coaches and a copy must be kept in the school's Master Title IX File.

8. KHSAA Recommended Action in relation to reoccurring deficiencies
None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jimmy Hill

District Level Title IX Coordinator: Charles Temple

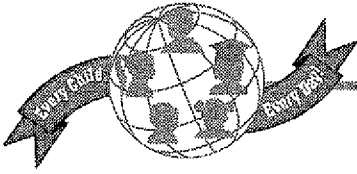
Name	Title	Telephone
John Lyons	Assistant Principal	859-885-7240
Phil Russell	Assistant Athletic Director	606-224-5338
Matthew Whitley	Student Athlete	859-553-1589
Michael Bowlin	Head Football Coach, Assistant Softball Coach	859-881-1457
Ashley Willoughby	Student Athlete	859-338-9843
Eugene S. Peel	School Board Member	859-885-4841
Jimmy Hill	Athletic Director and school Title IX Coordinator	859-885-7240
Jim Anne Adams	Parent/Secretary	859-885-7240
Crystal Dean	Assistant Girls Basketball Coach	859-536-1917
Charles Temple	District Athletic Director and District Title IX Coordinator	859-885-4179
Gary Lawson	KHSAA Auditor	502-857-3817
Reba Woodall	KHSAA Auditor	859-299-5472

10. Comments

East Jessamine High School has very good facilities. The facilities that have been added since the first visit are exceptional. Both indoor and outdoor facilities are well maintained. It is apparent that school personnel, students, and community support East Jessamine High School. They seem willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The school was well prepared with documentation, access to all facilities, and help from school personnel for the KHSAA Re-visit. The students are proud to be a part of athletic teams that represents the school. The athletic department appears to be succeeding in managing an equitable athletic program.

A quorum was present for the Gender Equity Committee Meeting.

No one from the community attended the Public Forum at 5 p.m.
The KHSAA Audit team left the school at 5:15 p.m.



JESSAMINE COUNTY SCHOOLS

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www.jessamine.k12.ky.us

February 28, 2008

Mr. Larry Boucher
Assistant Commissioner
KHSAA
2280 Executive Drive
Lexington, KY 40505

Dear Mr. Boucher,

What a great time of year as we have already begun KHSAA post season basketball playoffs. I know you and many of your staff are busy as we approach March Madness here in the great Commonwealth. Thanks so much for the work you do to help make high school athletics such a huge success.

During East Jessamine High School's Title IX Re- visit on December 6, 2007 the Title IX team suggested that the following policies/guidelines be developed:

1. A School wide policy/guideline that addresses the school's equitable policy with regard to the travel and per diem allowances for both male and female sports.
2. An established policy/guideline with regard to determining who and when an athlete or team will be honored with banners, awards or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition.
3. A revised copy of the cheerleading selection policy which should include an event attendance schedule.

Each of these new or adjusted policies are included with this letter and will be submitted to the Jessamine County Board of Education at the March 24th, 2008 board meeting for consideration. After board approval the new policies will be provided to all coaches, through additions of the district wide Coaches Handbook and therefore kept in the school's Master Title IX File.

Thanks so much for this opportunity to increase awareness of Title IX Equity and as a result make strides for better athletic opportunities for all students in Jessamine County. If you need further information please do not hesitate to contact me.

Sincerely,

Charles Temple
District Athletic Director
Jessamine County Schools
871 Wilmore Road
Nicholasville, KY 40356
859-885-4179 ext. 164

Through mutual commitment, support, and engagement from citizens, parents, and educators, Jessamine Schools will cultivate caring learning environments that motivate and challenge all students to think, learn, and perform at high levels.

Jessamine County Athletic Procedure
Per Diem for Student/Athlete Travel

FOOD

1. For KHSAA sponsored championship events, where the school is reimbursed for food expenses, the reimbursement will be used to cover the food expenses.
2. For events where reimbursement is not awarded, the participating team will be responsible for all expenses using the following formula: No more than \$10.00 per meal, per student /athlete or no more than \$30.00 per student/athlete per day.

LODGING

1. For KHSAA sponsored championship events, where the school is reimbursed for lodging expenses (\$13.00 per student/athlete, per night), the reimbursement will be used to cover the lodging expenses.
2. For KHSAA sponsored events where reimbursement is not awarded, the schools athletic activity account will pay for lodging expenses..

This policy will go into affect July 1, 2008.

JESSAMINE COUNTY ATHLETIC POLICY RECOGNITION AND ACCOMPLISHMENTS

1. Giant Photos:

- a. Teams must earn at least a regional championship to have a giant photo displayed at the school.
- b. The principal or school athletic director will determine the exact location where the photos will be displayed.
- c. As space becomes limited, photos will be removed by the following guidelines: State championship photos will remain and regional championship photos will be removed by the date of the championship earned. The oldest photo would be removed first. If the event that there are multiple photos from the same school year, the procedure will be removal of all of them at the same time.
- d. Each school activity account will be responsible for paying for the regional and state giant photos.

2. Banners and Signs:

- a. Banners or signs must represent a district, region, or state KHSAA championship.
- b. Signs and banners will be displayed at the competition venue (i.e. volleyball in the gym or soccer at the soccer field)
- c. If space becomes an issue they will be removed following the same guidelines as the giant photos.

3. Trophy Cases:

- a. All athletic teams will be given opportunities to display trophies/awards.
- b. The school athletic director will prioritize the displaying of trophies/awards by the following order:
 1. State Championship Awards/Accomplishments
 2. Regional Championship Awards/Accomplishments
 3. District Championship Awards/Accomplishments
- c. When space is available other non-KHSAA sponsored trophies/awards can be displayed with the school athletic director's approval.
- d. When space becomes an issue, the guidelines for removal of trophies will be the same as other team recognitions.

4. Retirement of Jerseys

Minimum requirements for an athletic jersey to be retired:

1. The student must be a graduate of the high school where he/she will be recognized.
2. The athlete was recognized as first team all-state in their sport.
3. They currently hold or have held school records in their sport.
4. The athlete's playing career must reflect the sportsmanship qualities honored by all KHSAA member schools.
5. The nominee's character and actions (past and present) has elevated them to positive role-model status.

Procedures for consideration:

1. The athlete may be nominated for this honor a minimum of five years past their graduation from the school.
2. Nominations may be made by contacting the school athletic director.
3. A district committee comprised of the deputy superintendent, district athletic director, building principal and the school athletic director will consider the nomination. If the nomination is approved by the committee, a recommendation will be made by the district athletic director to the Board of Education for approval of the jersey being placed in a school facility.

5. Financial Responsibility

- a. Each school activity account will be responsible for the purchasing of all regional and state giant photos, banners/signs.

This policy will go into affect July1, 2008.

Equitable Cheering

The Jessamine County Board of Education requires High School cheerleading squads to cheer at boys and girls athletic events on an equitable basis.

It is the district's expectation that the top varsity level cheerleading squads at East Jessamine High School and West Jessamine High School will:

1. Cheer at all home and away varsity football games as well as any post season varsity football games.
2. Cheer at all home boy's and girl's varsity basketball games, all away boy's and girl's varsity district basketball games, and all boy's and girl's varsity post-season basketball games.
3. In the event that there is a conflict between a home game and an away district game the home game will take priority.

The school athletic director is responsible for creation of the athletic event cheering schedule. This schedule will be published on each corresponding football, girl's basketball and boy's basketball schedules. These schedules will be distributed to all coaches and filed into the Title IX master file each year.