



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

**(For schools re-visited during the 2009-2010 school year)**

School: **East Carter**  
 Prepared By: **Gary W. Lawson**  
 Date of Re-Visit: **November 5, 2009**  
 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 data and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during one of the past three school years (2008-2009) and likely 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 the data and calculations submitted by the school, it has not met the standard established in Test 2 for the provision of athletic opportunities during any of the past three school 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 information 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.

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 received an 82.6% return rate on its 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>The February 22, 2001 audit report rendered the school deficient in this area because it did not appear that the standards established in any of the three tests for provision of athletic opportunities was being met. The school's more recent submissions indicate that the standard established in Test 1 for provision of athletic opportunities is now being met. According to responses on the T-3 form which are supported by data from the most recent student athletic interest survey, the standard established in Test 3 is also being met. The school offers all sanctioned sports for girls at the varsity level except swimming. The student survey does show an interest in swimming, but according to documentation submitted by the school relating to an available facility and the number of schools offering the sport in their competitive area, it is not feasible to add swimming at this time. The school currently offers 15 team opportunities for male athletes and the same number for females. KHSAA representatives reviewed the school's Title IX file. It was found to contain the school's previous Title IX report, all the school's annual reports to KHSAA for the past five years, a board approved salary schedule for coaches, sample game schedules for all sponsored sports, written booster club agreements (see Support Services), a written facilities usage schedule for the gym, written team practice schedules, written guidelines regarding awards and recognition of athletic accomplishments, a written designation of locker room space assigned to each team, written designation of athletic equipment storage space for each team, written minutes for all Gender Equity Review Committee meetings for the past three years, records of most recent student athletic interest surveys, and written guidelines relating to the provision of equitable travel and per diem allotments. School officials were commended for the development and maintenance of a comprehensive Title IX file and were encouraged to continue to add to the file as needed in order to meet the equity needs of all students. (See Equipment and Supplies and KHSAA Recommended Action.)</p>

Equipment and Supplies	X		<p>The February 22, 2001 audit report deemed the school satisfactory in this area but did recommend that a uniform review and/or replacement plan be developed and implemented in order to further insure equity. The recent review showed that some guidelines had been written in relation to the purchase of uniforms but a review and/or replacement plan had not been developed. (See KHSAA Recommended Action.) According to the school's re-visit report and its 2009 annual report, it was spending approximately \$220 per male athlete and \$140 per female athlete for provision of equipment and supplies. School officials were requested to monitor this spending for equivalence. All uniforms reviewed during the school visit appeared to be of high quality and provided equitably.</p>
Scheduling of Games and Practice Time	X		<p>According to the school's current re-visit form, there seems to be parity of scheduling of competitive events. All shared athletic facilities appear to be assigned equitably. <u>The school needs to have a written usage schedule for the soccer facility which is shared by the boys and girls teams.</u> According to the school's 2008-09 girls basketball schedule posted on the KHSAA web site 43% (6/14) of the girls basketball games were played on prime dates and a review of posted game times indicated that prime time standards were also being met.</p>
Travel and Per Diem Allowances	X		<p>The school's Title IX file contains equitable written guidelines for the provision of travel and per diem allotments to student athletes. According to the school's re-visit report and its 2009 annual report, it was spending approximately \$32 per female athlete and \$55 per male athlete for provision of travel and per diem.</p>
Coaching	X		<p>The school was rendered deficient in this category by the February 22, 2001 audit report due to the fact that several girls teams had fewer assistant coaches than the boys teams. The recent school visit showed that the number of assistants of all "like" sports is proportional to the number of participants currently listed as team members. According to the school's re-</p>

Coaching Cont'd			visit report, the total amount of money spent for coaches' salaries of "like" sports appears equitable. A review of the school district's extra service pay schedule appeared to show parity. According to the school's re-visit form, 38% (3/8) of the girls head coaches are on-campus employees compared to 63% (5/8) of the boys head coaches.
Locker Rooms, Practice and Competitive Facilities	X		The February 22, 2001 audit report deemed the school deficient in this area. The report cited the lack of comparable amenities provided at the softball field and the boys having the advantage in the provision of locker room space as major factors contributing to this designation. A new softball field was completed in May, 2004. The field is located at the elementary school about 1 ½ miles from the high school. The amenities provided at this new facility are rated as excellent and are likely comparable if not superior to those provided at the baseball field. The school currently has five locker rooms used by student athletes. The only exclusive dressing room is the one used by the softball team at their new field. The other four dressing rooms are shared. They provide adequate amenities and appeared to be shared equitably. All shared practice facilities at the school appeared to be assigned equitably. The track, tennis, and basketball facilities seem to show parity for boys and girls teams.

Medical and Training Facilities and Services	X		<p>The original report stated that this area was satisfactory but requested that an equitable usage schedule be developed for the school's weight training room and posted at the facility. The recent visit revealed that this schedule had been developed and was posted at the facility and <u>KHSAA representatives requested that a copy of this schedule be placed in the school's Title IX file.</u> The school's weight training facility is used by all sports, except football who has weight training equipment in their locker room. This facility is small but does appear to have equipment suitable for use by females. A full time athletic trainer is employed by the school district. The trainer attends all home sporting events and appears to be very accessible on an equitable basis to all athletes.</p>
Publicity	X		<p>A deficiency was assigned in this category as a result of the original visit in February, 2001, but no specific reason was documented in the report. The school's re-visit form states that it currently sponsors one cheerleading squad. This squad cheers at all home and away football games, all home boys and girls basketball games and the away games against West Carter for both teams. They also cheer at all post season games for football and girls and boys basketball. The school's pep band plays at all home football games as well as five home games for girls basketball and five home games for boys basketball. They also perform at all post season games for the three above mentioned teams. Although there is very little total spending listed for publicity, it appears to be equitable for "like" sports.</p>
Support Services	X		<p>The school currently has written agreements with six athletic booster clubs. These agreements, as well as interviews with school administrators, indicate there is presently very little administrative oversight of athletic spending by booster clubs in terms of equity. <u>It was strongly suggested that the school develop and implement a plan for prior approval of booster purchases and that this procedure be reflected in booster club agreements in the future.</u> A review of total athletic spending for the past two years shows that expenditures were well within acceptable</p>

Support Services Cont'd			parameters in 2007-08 on both a percentage and a per athlete basis. In 2008-09, these expenditures were outside acceptable parameters on both a percentage and a per athlete basis. School officials were cautioned to monitor spending to insure that this disparity does not continue over a two-year period.
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:

- an increase in the number of prime date and prime time girls basketball games;
- improvements in the soccer field;
- construction of new tennis courts.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although not currently designated as deficient, the following areas of concern should be addressed in order to avoid future deficiencies.

There is a need for a plan for uniform review in order to provide equitable replacement.

There is a need for administrative oversight of booster club spending in order to help insure equitable provision in all benefit areas.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the recent school visit. In order to maintain this current non-deficient status, the following category should be addressed as requested.

(EQUIPMENT AND SUPPLIES) On or before January 5, 2010, the school should submit to KHSAA an equitable plan for the review and/or replacement of uniforms. This plan should show the scheduled review and/or replacement of uniforms for all teams currently sponsored by the school.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The four deficiencies designated by the February 22, 2001 school report have been addressed, and the school appears to be meeting higher standards of equity in each of the areas previously cited. (See *Accommodations of Interests and Abilities, Coaching, Locker Rooms, Practice, and Competitive Facilities, and Publicity* in the body of this report.



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Hager Easterling, 1201 E. Midland Trail, Grayson, KY 41143  
(606) 474-5714

District Level Title IX Coordinator: Leland Cox, 228 S. Card Malone Blvd., Grayson, KY 41143  
(606) 474-2012

Name	Title	Telephone
Donald M. Damron	Principal	(606) 474-5714
Bryan E. Greenhill	School Board Member	(606) 474-7755
Jeremiah Shearer	Boys Baseball Coach	(606) 474-4212
Leland Cox	District Title IX Coordinator	(606) 474-2012
Hager Easterling	Athletic Dir. /Girls Basketball	(606) 474-5714
Reba Woodall	KHSAA	(859) 299-5472
Gary W. Lawson	KHSAA	(502) 875-3817

10. Comments

No one from the community attended the public comments session. The meeting was adjourned at 5:15 pm. EST.