



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

**(For schools re-visited during the 2011-2012 school year)**

School: Eastern High School  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: November 2, 2011  
 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)

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 two of the past three school years (2008-09 and 2010-11). The school is currently meeting the 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: The data and calculations submitted show that the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2010-11 annual report indicates that no new teams have been added at any level during the past five 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: The data and responses submitted by the school indicate that the standard established in Test 3 for provision of athletic opportunities has been met during each of the past three years. The school currently offers all KHSAA sanctioned sports for females at the varsity level and a total of 20 team opportunities for girls and 21 total team opportunities for boys.

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

Comments: The documentation submitted in the 2009-10 annual report indicates that an 88% 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>The data, calculations, and responses submitted indicate that the school is meeting the standard established in both Tests 1 and 3 for provision of athletic opportunities. All KHSAA sanctioned sports for both males and females are offered at the varsity level plus three non-sanctioned sports (two for girls and one for boys) are sponsored. School officials were complemented for the wide array of opportunities currently provided for the student population. KHSAA representatives reviewed the school's Title IX file. It was found to contain the original Title IX audit report from September 18, 2003, annual Title IX reports for the past five years, a board-approved salary schedule for coaches, a current listing of the members of the Gender Equity Review Committee, sample game schedules for all athletic teams, a school-generated athletic handbook, written booster club policies and guidelines along with signed booster club agreements, written usage schedules for all shared athletic facilities, written guidelines regarding the posting of athletic recognition (see Publicity), a written designation of the locker room and athletic storage space assigned each team, written minutes for all Gender Equity Review Committee meetings for the past three years, a written uniform review, rotation, and/or replacement plan (see Equipment and Supplies), and written guidelines relating to the equitable provision of travel and per diem. School officials were commended by KHSAA representatives for the development and maintenance of a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>The September 18, 2003 audit report rendered this benefit category as satisfactory but did recommend that a uniform review, rotation, and/or replacement plan be developed. The recent visit showed that a uniform replacement plan was in the Title IX file. This plan was based on a four-year rotation cycle. Interviews with coaches and student athletes indicated</p>

<p>Equipment and Supplies</p> <p>continued</p>			<p>that the details of this plan had not been properly communicated to coaches. <u>School officials were alerted to the fact that this plan should be shared with all members of the G.E.R.C. and all head coaches at the school. The sharing of the details of this plan should be documented in the minutes of the school's Gender Equity Review Committee meeting.</u> All uniform and equipment reviewed during the visit appeared to be of high quality and provided equitably. According to the 2009-10 and 2010-11 annual reports, the school was spending approximately \$112 per female athlete and \$88 per male athlete for equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>The September 18, 2003 audit report deemed this benefit category as satisfactory stating that the school was meeting the standard established for prime time play in relation to girls basketball. A review of the school's most recent game schedules indicate that the number of competitive events scheduled for "like" teams is comparable. Information found in the Title IX file and gained during the facility tour showed that all shared practice facilities are assigned equitably. According to the results for girls basketball posted on the KHSAA website, the team played 56% (5/9) of their home games on prime dates. A review of the posted game times indicated that prime time recommendations were also being met.</p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>		<p>The review of the school's Title IX file revealed that a comprehensive set of written guidelines have been developed for the equitable provision of athletic travel and provision of per diem. The 2009-10 and 2010-11 annual reports show that the school was spending approximately \$48 per female athlete and \$78 per male athlete for travel and per diem.</p>
<p>Coaching</p>	<p>X</p>		<p>Data submitted in the 2010-11 annual report indicates that the total amounts expended for coaches' salaries for "like" teams was comparable. A review of the Jefferson County Public Schools extra service pay schedule</p>

Coaching continued			<p>showed parity. An area of disparity in this benefit category was the number of coaches provided for “like teams.” The major area of concern was baseball and softball. The 2010-11 annual report documented that two softball coaches were provided for two teams while six baseball coaches were provided for three teams. (See KHSAA Recommended Action.) Information provided during the school visit indicated that 37% (4/11) of the girls teams head coaches were employed off the school campus while 19% (2/11) of the boys head coaches were off-campus employees.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The locker rooms, practice and competitive venues located on the campus of Eastern High School reflect the school’s commitment to providing student athletes of both genders with first rate facilities. The girls and boys tennis teams, girls and boys swimming teams, and girls and boys golf teams compete and practice at off-campus facilities. All shared locker room space appears to be assigned equitably. All on-campus teams are provided comparable storage space for equipment. One area in need of evaluation and attention in this category is the provision of amenities in the softball dressing room compared to baseball. (See KHSAA Recommended Action.) The provision of comparable lockers in the dressing room for females should be a priority. This situation was also a designated concern in the September 18, 2003 audit report.</p>

Medical and Training Facilities and Services	X		The school has a large weight training room which appears to be accessible to female athletes. An equitable usage schedule was posted at the facility. The weight room had equipment that is suitable for use by female athletes. Equitable access to an athletic trainer from K.O.R.T. and Norton Health Care is provided. All student athletes are responsible for their own athletic physical examinations.
Publicity	X		The September 18, 2003 audit report rated this benefit category as satisfactory but did request that the school develop written guidelines for displaying various forms of athletic recognition. The recent visit showed that guidelines had been developed for the display of athletic banners and trophies and plaques. <u>KHSAA representatives recommended that these guidelines be expanded to include provision of athletic awards and banquets.</u> Information gathered during the visit indicated that the school currently has one cheerleading squad that cheers at all home and post season tournament games for the football and boys and girls basketball. The school's marching band performs at all home football games. The pep band performs at all home boy-girl doubleheader basketball games. The mascot performs at all home football and home boys and girls basketball games. According to the 2009-10 and 2010-11 annual reports, the school spends approximately \$27 per female athlete and approximately \$25 per male athlete for the provision of awards.
Support Services	X		The school currently has 15 athletic booster clubs. All booster clubs have off campus bank accounts. Each booster club turns in an anticipated athletic budget that includes expenditures. <u>According to school administrators, these expenditures must be approved in advance by the principal.</u> An analysis of school athletic spending over the past two years showed that in both 2009-10 and 2010-11 expenditures were within acceptable parameters for the provision of parity on both a percentage and per athlete

			basis.
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 Plan calls for the following:

- provision of funding for a female team to produce a media guide;
- addition of one new dressing room for a female athletic team;
- moving the softball team dressing area to the baseball/softball complex.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated in the overall girls and boys athletics programs during the recent visit.

There were a few “areas of concern” which need to be addressed. These include:

- expansion of the written guidelines relating to athletic recognition (see Publicity);
- clear communication and implementation of the school’s uniform review, rotation, and/or replacement plan (see Equipment and Supplies);
- provision of equitable access to competent coaching (see Coaching and KHSAA Recommended Action);
- provision of equivalence of benefits in relation to amenities in the softball dressing room (see Locker Rooms, Practice, and Competitive facilities and KHSAA Recommended Action.)

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the recent school visit. The following “areas of concern” need to be addressed in order for the school to maintain its non-deficient status.

(Coaching) On or before February 13, 2012, the school is to submit to KHSAA a justification in relation to provision of equitable benefits for the disparity in the number of coaches provided for the softball teams in comparison to those for the baseball teams. If a reasonable and acceptable justification cannot be provided, a plan for an equitable number of coaches to be provided must be submitted.

(Locker Rooms, Practice and Competitive Facilities) On or before February 13, 2012, the school is to submit to KHSAA a written plan for the provision of equitable amenities in softball dressing area compared to the amenities in the baseball dressing area. This plan is also to become a part of the school’s Title IX file and be a part of the school’s Corrective Action Plan in its annual report to KHSAA until the project is completed.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the September 18, 2003 audit report.



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Anthony Howard, 12400 Old Shelbyville Rd., Louisville, KY 40243

District Level Title IX Coordinator: Jerry Wyman, P. O. Box 34020, Louisville, KY 40232

Name	Title	Telephone
Alexis Nash	Student Athlete	(502) 485-8249
Jody Charleston	Coach/Secretary	(502) 485-8249
John D. Marshall	Assistant Principal	(502) 485-8243
Jo Gill	Assistant Principal	(502) 485-8243
Mike Horan	Teacher/Coach	(502) 485-8243
Percy Blade	Student Athlete	(502) 240-0182
Lana Kaelin	Principal	(502) 485-8243
Anthony Howard	Athletic Director	(502) 485-8243
Gary W. Lawson	KHSAA	(502) 545-3393
Reba Woodall	KHSAA	(859) 299-5472

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:15 pm EDT.