



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Eastern High School**  
Reviewed By: **Gary W. Lawson**  
Date of Visit: **September 18, 2003**  
Telephone Number of Reviewer: **(502) 875-3817**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Through T-41 Yes  No

Corrective Action Plan (Form T-60) Yes  No

### 2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One or More)

<b>X</b>	<b>A</b>	Substantial Proportionality
	<b>B</b>	History and Continuing Practice Of Programs Expansion
<b>X</b>	<b>C</b>	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

Were the calculations performed correctly? Yes  No

**Comments:** According to data provided by school personnel, it meets the standards established in this test.

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

Were the calculations performed correctly? Yes  No

**Comments:**

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

Were the calculations performed correctly? Yes  No

**Comments:** According to the responses provided by school personnel on the Form T-3 and the support provided by responses on the student survey, the school meets the standards established in this test. The school currently offers all sports sanctioned by the KHSAA.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes  No

**Comments:** School personnel are to be commended for receiving an 85% return rate on its most recent student survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	<b>X</b>		The school's most recent submittal to KHSA shows that it meets the standards established in both Test #1 and Test #3 for opportunities. The role of the Gender Equity Review Committee was discussed with school officials who were alerted to the fact that minutes should be kept for all Gender Equity Review Committee meetings. These minutes should be kept in the school's permanent Title IX file. It was also suggested that the Gender Equity Review Committee should have student representatives.
<b>Equipment and Supplies</b>	<b>X</b>		The school visit showed that Eastern High provides its athletes with a high quality uniform and adequate equipment in all sports. It was suggested that the Gender Equity Review Committee look into the feasibility of developing a uniform rotation and replacement plan.
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		"Prime time" scheduling was discussed. The school's 2003-2004 girls' basketball schedule shows they will play 50% of their home games in "prime time" and 45% of their total games in "prime time". School officials were encouraged to strive for the maintenance of a 50% split each year. The school visit showed that practice and competitive facilities appear to be shared in an equitable manner.
<b>Travel and Per Diem Allowances</b>	<b>X</b>		School officials were alerted to the fact that the meal allowance section of the summary sheet (T-16) does not match several of the team sheets (T-15's) in this area. The Athletic Director fully explained the school's meal allowance policy. School officials were requested to correct this information in the Title IX file. All other information provided during the school visit showed parity in this area.

<b>Coaching</b>	<b>X</b>		The school follows the J.C.P.S. salary schedule for coaches. Eastern High School has shown progressive improvement in increasing the number of on-campus coaches for all athletes.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>X</b>		Eastern High School appears to provide adequate locker rooms and competitive facilities for all its athletes. The school has made several recent improvements in dressing facilities for female athletes. The school visit did indicate there is a slight difference in the provision of dressing room facilities for girls and boys (i.e. boys' varsity basketball as compared to girls' varsity basketball and volleyball). It was suggested that the school's next planned project for athletic facilities include improvement of and/or adding to the girls' locker rooms.
<b>Medical and Training Facilities and Services</b>	<b>X</b>		Eastern High School employs a full-time certified trainer who is available to all athletes. The school weight room is used by all athletes. The weight room is scheduled by the athletic director. The schedule is provided in writing to all coaches.
<b>Publicity</b>	<b>X</b>		Cheerleading was discussed. The school currently has one cheerleading squad which cheers at home and tournament games only for both the boys' and girls' basketball teams. The same squad also cheers at all home football games. It was suggested that the school look into developing a written policy for displaying the various forms of athletic recognition at the school.

<b>Support Services</b>	<b>X</b>		Booster clubs were discussed. All booster clubs are required to report expenditures to the principal on a monthly basis. Also, the principal must approve all purchases by boosters. The school's most recent Forms T-35 and T-36 do include booster spending which appears to be equitable.
<b>Athletic Scholarships</b>	<b>X</b>		
<b>Tutoring</b>	<b>X</b>		
<b>Housing and Dining Facilities and Services</b>	<b>X</b>		
<b>Recruitment of Student Athletes</b>	<b>X</b>		

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

The school's most recent Corrective Action Plan calls for an upgrading of the girls' locker room facilities for both indoor and outdoor sports.

**6. Observed Deficiencies in Overall Girls and Boys Athletics Programs**

A major deficiency was not observed through a review of the school's Title IX file or during the school visit.

**7. Facility Recommendations or Concerns**

It is suggested that the school's next Corrective Action Plan include continued improvements in girls' locker room facilities.

8. **KHSAA Recommended Action**

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of \_\_\_\_\_
- None at This Time
- School shall submit the following additional information:

**(Selection of Cheerleaders)** On or before **April 15, 2004**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

**(Prime Time Contest/Girls' Basketball)** On or before **April 15, 2004**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2004-2005 season. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator:** Joe Rogers

**District Level Title IX Coordinator:** Jim Watkins

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Fran Edwards	KHSAA Audit Staff	(859) 299-5472
Gary W. Lawson	KHSAA Audit Staff	(502) 875-3817
Joe Rogers	Athletic Director	(502) 244-6842
Jodie Williams	Teacher/Coach	(502) 254-3166
John D. Marshall	Teacher/Coach	(502) 439-3007
Cynthia Doyle	N.F.H.S.	(317) 972-6900
Karen McNeil	Parent	(502) 245-2332

**10. Comments**

No one from the community attended the Public Comments Session. The meeting was adjourned at 6:15 p.m.

OCT 16 2003

## EASTERN HIGH SCHOOL

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Joe Rogers, C.A.A.  
Athletic Director  
12400 Old Shelbyville Rd.  
Louisville, KY 40243

Telephone 502-485-8432  
Fax 502-485-3883

TO: KHSAA

FROM: JOE ROGERS

DATE: 10/10/03

RE: TITLE IX AUDIT

EASTERN HIGH SCHOOL has received a copy of the KHSAA Title IX Final Audit Report from you office. There were two areas that you requested information.

First was the selection of cheerleaders. There is some discrepancy in your report as to the information requested and the information in the report. On page 4 of the report it states that EASTERN only has one cheer squad and that squad cheers at all boys and girls varsity basketball home and KHSAA tournament games and all varsity football games only.

On page 6, the report asks for information concerning the manner in which cheerleaders are selected for boys and girls teams. We do not have a boy's and girl's cheer team. We have only one cheerleading team that cheers at the above stated games. There is no need to develop a plan since there is only one team.

The second area was in Prime Time Contest for Girls Basketball. This current season we will play six doubleheader (varsity boys/girls) games. There is an equal split of these games with boys playing at 6:00 in three and the girls playing at 6:00 in three. Of these six double headers, five are on Friday or Saturday nights and the girls play three in prime time and the boys play 2 in prime time.

One other area of concern that we have is listed on page 3 in the Equipment and Supplies section. The report states that we should develop a rotation and replacement plan for uniforms. It was explained to the committee that we are aware of uniform purchases and when they occur. No coach has ever been turned down for the purchase of new uniforms. There is good communication between the coaches and the athletic director as to the need for new uniforms. Whenever new uniforms are purchased, the older uniforms are always passed down to the junior varsity, whose uniforms are passed to the freshman teams. No coach has had problems in getting new uniforms when the need exist.

Eastern would like to thank the KHSAA, Mr. Gary Lawson, and Ms. Fran Edwards for their comments about our Title IX situation. We feel that we take Title IX issues seriously and have done a very good job the past ten years in getting Eastern compliant. If you have any further questions, please feel free to contact us.



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