



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

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

School: Edmonson County  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: November 2, 2010  
 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 the provision of athletic opportunities during two of the past three school years (2007-08 and 2008-09). The school is currently within four tenths of a point of meeting that standard in 2009-10.

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 not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years and is not meeting that standard at this time.

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: Because of the school's documented attempts to pursue the indicated interests in girls soccer and girls tennis (see T-3 form, 2009-10 annual report for validity), it appears that the standard established in Test 3 for the provision of athletic opportunities is likely being met.

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 provided, the school received a 100% 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>According to data, calculations, and responses submitted by the school, it appears to be meeting the standard established in both Tests 1 and 2 for the provision of athletic opportunities. School officials are encouraged to continue to pursue for validity any athletic interests indicated on the student athletic interest surveys. A good way to continue this pursuit would be to have meetings after school hours with those interested students and/or parents. Attendance at these meetings should be documented in the school's Title IX file. A KHSAA representative reviewed the school's Title IX file. It was found to contain the original Title IX audit report from March 3, 2003, all the annual reports to KHSAA for the past five years, a board approved salary schedule for coaches, sample game schedules for all school sponsored sports, written booster club agreements (see Support Services and KHSAA Recommended Action), written facility usage schedules for all shared athletic facilities except the weight training room (see Medical and Training Facilities and Services and KHSAA Recommended Action), written guidelines regarding awards and recognition of athletic accomplishments, written designation of the assignment of locker room and athletic storage space for each team, written minutes for all Gender Equity Review Committee meetings for the past three years, a statement relating to the review and replacement of uniforms (see Equipment and Supplies and KHSAA Recommended Action), and written guidelines relating to the provision of travel and per diem. School officials were encouraged to continue to work to build a comprehensive Title IX file.</p>
Equipment and Supplies		X	<p>INFORMATION ON THE RE-VISIT REPORT RELATING TO SPENDING IN THIS CATEGORY IS INCORRECT RESULTING IN THE USE OF ANNUAL REPORTS FOR THIS EVALUATION. The March 3, 2002 audit report deemed this area as satisfactory but suggested</p>

<p>Equipment and Supplies continued</p>		<p>that an equitable uniform review, rotation, and/or replacement plan be developed and implemented. The recent visit showed that the school had a vague statement relating to review and replacement of uniforms. This document needs to be expanded to show equity in relation to replacement. All uniforms and equipment reviewed during the visit appeared to be good quality and provided equitably. According to the 2009-10 annual report, the school was spending approximately \$329 per female athlete and approximately \$433 per male athlete for provision of equipment and supplies. The failure of the school to provide proper expenditure documentation on the re-visit form combined with the significant difference in per athlete spending shown on the 2009-10 annual report along with the fact that the school has not followed an equitable uniform review, rotation and/or replacement plan as requested by the original audit report renders this area as deficient. (See KHSAA Recommended Action.)</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>	<p>The March 3, 2003 audit report deemed the school satisfactory in this category and stated that the current standard established for girls basketball prime time play was being met. According to the re-visit report, the number of competitive events scheduled for "like" sports shows parity over a two-year period. The visit showed that the scheduling of all shared practice facilities was equitable. According to the school's 2009-10 post season results for girls basketball as posted on the KHSAA web site, 33% (3/9) of the girls home games were played on prime dates. This percentage was below the 40% minimum set by KHSAA. The school requested and was granted a waiver for 2009-10 prime date play by the assistant commissioner of KHSAA. School officials were encouraged to strive to meet the minimum standard in this area in the future.</p>

Travel and Per Diem Allowances	X		<p>INFORMATION ON THE RE-VISIT REPORT RELATING TO THIS CATEGORY IS INCORRECT, AND, THEREFORE ANNUAL REPORTS HAD TO BE USED FOR THIS EVALUATION. The March 3, 2003 audit report rated this area as satisfactory but suggested the school develop written guidelines for equitable provision of travel and per diem. The recent visit revealed these guidelines had been developed and seemed to show parity. According to the school's 2009-10 annual report submitted to KHSAA, approximately \$70 per female athlete was spent for travel and per diem. This compared to approximately \$48 being spent per male athlete in this area.</p>
Coaching	X		<p>According to the re-visit form and annual reports, the total amount of money spent for coaches' salaries and the number of coaches for "like" sports appears comparable. A review of the district's extra service pay schedule for coaches showed parity. According to the data on the re-visit report, 83% (5/6) of the girls head coaches and 80% (4/5) of the boys head coaches are on campus employees.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>Both the competitive and practice facilities, as well as the locker room facilities, are rated as very good. Currently, the female athletes seem to have an advantage in this area due to the state of art facility provided for softball. The amenities at the softball field are superior to those provided at any other outdoor facility at the school. The girls and boys basketball teams have exclusive locker rooms at this time. All other teams, except football, share P.E. dressing rooms. The assignment of these dressing rooms, as well as storage space, seems to be equitable. The assignment of athletic office space at the school also appears to indicate parity.</p>

<p>Medical and Training Facilities and Services</p>		<p>X</p>	<p>The March 3, 2003 audit report deemed this area as satisfactory but did make two requests. The first was to develop an equitable usage schedule for the weight room and post it there. The second was to make the weight room itself more appropriate for use by female athletes. The recent visit showed that the school has two weight training areas with one being adjacent to the football dressing room and the other in the school gymnasium. There was no usage schedule for either weight training area, and the weight room next to the football dressing room remained in need of female-friendly equipment. (See KHSAA Recommended Action.) A volunteer athletic trainer from Shafer Physical Therapy provides services to student athletes on an equitable basis. Free physical examinations are available on a designated day each year from Western Kentucky Orthopedics. The school system provides transportation for students to receive these exams.</p>
<p>Publicity</p>	<p>X</p>		<p>At the time of the March 3, 2002 visit, the school had no written policies relating to equity in this category in the Title IX file. The recent visit revealed that guidelines have been developed for the posting of recognition banners, retirement of jerseys, and the awarding of letters and bars. The re-visit report states that the school currently has one cheerleading squad that cheers at all football games—home and away. They also cheer at all home games for boys and girls basketball as well as all away games with district opponents and all post season tournament games for both teams. The school's pep band plays at all home football games and all girl-boy doubleheader basketball games played at home. According to the re-visit report and the 2009-10 annual report, the school is spending approximately \$16 per female athlete and approximately \$10 per male athlete for promotions/recognition, publicity, awards, and banquets.</p>

Support Services	X		The March 3, 2003 audit report found this area to be satisfactory but requested that guidelines be developed for the oversight of booster clubs. The recent visit showed that the school had written booster club agreements which did not address administrative oversight of booster club spending for provision of equity. (See KHSAA Recommended Action.) The school currently has booster clubs for all sponsored sports. All clubs have off-campus bank accounts. In regard to total athletic spending in 2008-09, the school was well within acceptable parameters for equity on both a percentage and per athlete basis. In 2009-10, the school was outside of acceptable parameters on both a percentage and per athlete basis since approximately \$808 per male athlete was spent compared to approximately \$581 per female athlete. THE DATA ON THE RE-VISIT FORM RELATING TO MOST OF THE CATEGORIES WAS INCORRECT; THEREFORE, IT COULD NOT BE USED IN THE TOTAL EVALUATION OF EXPENDITURES. It was emphasized to school officials that all athletic expenditures need to be monitored for the provision of equity so a disparity in the provision of benefits does not exist 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:

- beginning radio broadcasts of girls basketball games;
- increasing promotion of the girls golf program;
- increasing monitoring procedures of booster spending for provision of equity;
- continuing to monitor the student athletic interest survey.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The major deficiencies designated by the recent school visit were the lack of monitoring for equity in the area of Equipment and Supplies, and the failure to show equal access in the area of Medical and Training Facilities and Services.

There is also an "Area of Concern" in Support Services relating to proper oversight of athletic booster club spending relating to the provision of equity. The challenges encountered during the recent visit indicate the need for school leaders to be trained in the area of Title IX compliance. Therefore, on or before March 4, 2011 the school's Title IX Coordinator is to submit a copy of a *Certificate of Attendance* from a KHSAA sponsored Title IX workshop.

7. KHSAA Recommended Action in relation to new deficiencies

(EQUIPMENT AND SUPPLIES) On or before March 4, 2011 the school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan which shows provision of equity in this category. This plan is to be signed by all current members of the Gender Equity Review Committee and all current head coaches of school athletic teams as well as the principal and school Title IX coordinator.

(MEDICAL AND TRAINING FACILITIES AND SERVICES)

On or before March 4, 2011 the school is to submit an equitable usage schedule for both of the school's weight training facilities. This schedule is to be posted at both facilities and become a part of the school's Title IX file.

On or before March 4, 2011 the school is to submit to KHSAA a written plan for provision of equipment that is suitable for use by female athletes in the school's weight training room adjacent to the football dressing area.

Although not currently designated as deficient, the school should address the following *Area of Concern*.

(SUPPORT SERVICES) On or before March 4, 2011 the school is to submit to KHSAA written and approved guidelines for the oversight of booster club spending for the provision of equitable athletic benefits. This plan should include, but not be limited to, the steps for approval of booster club purchases and the specific staff person responsible for oversight of these expenditures.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the March 3, 2003 audit report



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kyle Pierce, 220 Wildcat Way, Brownsville, KY 42210  
(270) 597-2151

District Level Title IX Coordinator: Donald Cassady, P.O. Box 129, Brownsville, KY 42210  
(270) 597-2101

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Donald Cassady	District Title IX Coordinator	(270) 597-2101
Stacy A. Raymer	Parent	(270) 597-2151
Carly Raymer	Student Athlete	(270) 597-2151
Tyler Thompson	Student Athlete	(270) 5972151
Wyn Caudill	Girls Softball Coach	(270) 597-2151
Mickey Johnson	School Board Member	(270) 246-3016
Brad Meredith	B/G Cross C-try/Track Coach	(270) 5972151
Mike McClintec	Assistant Athletic Director	(270) 597-2151
Kyle Pierce	Athletic Director	(270) 597-2151
Brian Alexander	Principal	(270) 597-2151

10. Comments

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

**Date: Mon, 03 Jan 2011 14:14:28 -0500**  
**From: DBILBERRY (Darren Bilberry, KHSAA)**  
**To: composed\_email@khsaa.org**  
**Reply-to: dbilberry@khsaa.org**  
**Subject: Title IX Re-Visit Final Audit Report**

\*\*\* Attachment omitted: Edmonson County Re-Visit 2010.doc

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Edmonson County High School that was conducted on November 2, 2010 by auditors Gordon Bocock and Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

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