



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: **Eminence High School**

Reviewed By: **Fran Edwards**

Date Of Visit: **March 5, 2001**

Telephone Number of Reviewer: **(859) 277-0746**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Thru 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)

	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes  No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes  No

Comment:

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes  No

Comment:
It appears, based on information obtained during the Audit Team's visit on March 5, 2001, those opportunities in the areas of students' interests and abilities are being offered for students at Eminence High School. A volleyball team was added for the 2000 season; which suggests that compliance was achieved. Also, due to personnel changes in the coaching staff during the 1999-2000 season, there was an increase in the number of participants on the girls' basketball team.

**3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?**

Yes  No

Comment:
Students at Eminence High School were surveyed to ascertain their interest in athletic activities. Students in grades 8 – 12 responded to the Interscholastic Athletics Student Survey.

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

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>	<b>X</b>		It is noted that Eminence is a small community and the enrollment in the high school is approximately 120 students. Facilities within both the community and school are limited.
<b>Equipment and Supplies</b>	<b>X</b>		The quality and quantity of uniforms for games and practices are comparable for both male and female participants. A written policy for the rotation of uniform purchases is in effect.
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		The scheduling of practice times is equitable; a weekly rotation of early/late gymnasium use is being followed. Currently, doubleheaders are included in the game schedule and efforts are being made to increase the number of Friday games for the girls' basketball team. There is one cheerleading squad that performs at home girls' and boys' games and away games that are in the vicinity.
<b>Travel and Per Diem Allowances</b>	<b>X</b>		
<b>Coaching</b>	<b>X</b>		An explanation of pay scales for the various coaching positions should be included in the Title IX documents.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>Competitive facilities: X</b>	<b>Locker rooms: X</b>	Overall, the competitive facilities for athletics are adequate. The baseball and softball facilities are comparable and both are located approximately one-quarter of a mile from the school building. The gymnasium is rated as satisfactory for basketball and volleyball.  The quality of the locker rooms, particularly the one assigned to female athletes, is an issue that must be addressed immediately. The locker room for males includes two dressing areas and access to a weight room. The locker room for females is considerably smaller and admittance to the weight room can only be gained by walking through the male locker room. It is imperative that the members of the Gender Equity Committee continue thoughtful discussion that will lead to a

			solution for this pressing concern.
<b>Medical and Training Facilities and Services</b>		<b>X</b>	A training room is unavailable and at this time the school has not contracted for the services of a trainer.
<b>Publicity</b>	<b>X</b>		Joint team schedules are produced for fall and winter sports; a program for boys and girls basketball is printed.
<b>Support Services</b>	<b>X</b>		Athletics are financed through gate receipts and a booster group. There is one booster group that serves the entire athletic program; all funds are held in school accounts.
<b>Athletic Scholarships**</b>	<b>N/A</b>		
<b>Tutoring**</b>	<b>X</b>		The Extended School Services Program is available for student athletes.
<b>Housing and Dining Facilities and Services **</b>	<b>N/A</b>		
<b>Recruitment of Student Athletes**</b>	<b>N/A</b>		

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

The Corrective Action Plan for Eminence High School included three items:

- (1) Increase the number of female athletic teams by adding volleyball.
- (2) Increase the number of games in the girls' basketball schedule, and
- (3) Develop a plan that will enable girls' the use of a weight room. The volleyball team was initiated for the 2000 season. For the 2000-2001 basketball season, the girls' team is involved in a full schedule of games. Based on comments during the Audit Team's visit, it is apparent that the members of the Gender Equity Review Committee recognize the importance of formulating a plan to address the lack of appropriate dressing room and weight room facilities for female athletes.

**6. Observed Deficiencies in Overall Girls and Boys Athletics Programs** The observed deficiencies in the overall girls and boys athletics programs related to facility concerns are presented below.

7. **Facility Recommendations or Concerns**

As mentioned previously, the top priority for consideration is the development of a long range-plan to provide suitable facilities for all athletes. The scope of current needs is broad and encompasses locker rooms, weight room, training room, office space and storage space. Limited space within the school building suggests that only a piecemeal approach is possible and this alternative may not be satisfactory for the future. Consequently, it may be in the best interest of the overall program to construct a facility that will accommodate the above named concerns.

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, 2001**, 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, 2001**, 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 2000/2001 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:** Steve Fromeyer

**District Level Title IX Coordinator:** David Baird

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
David Baird	Superintendent	(502) 845-4788
Danny Meadows	Parent	(502) 845-2866
Dwayne Douglas	Teacher/Coach	(502) 845-1710
Cheri Anderson	Teacher/Coach	(502) 255-3851
Steve Frommeyer	Principal	(502) 845-5427
Lynn Payton	Teacher/Coach	(502) 845-7045
Chrissy Gandolfo	Teacher/Coach	(502)-225-4952
Fran Edwards	Audit Team Member	(859) 277-0746
Allen Jackson	Audit Team Member	(859) 277-3615

**10. Comments**

It is the opinion of the Audit Team that the members of the Gender Equity Review Committee at Eminence High School have endeavored to promote and enhance the athletic program in a positive manner. It is clear that an effort has been made to expand the number of opportunities for female participants. However, there are still a number of benefits that must be addressed to achieve equity for girls' teams.

It is imperative that a plan be developed to provide for facility improvements. Certainly, the Gender Equity Review Committee will have to be creative in order to overcome the challenges inherent in a small district with limited access to funds. The support of the community is a critical factor in designing a successful solution and accomplishing parity for female athletes.