



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

(For schools re-visited during the 2012-2013 school year)

School: Eminence High School
 Prepared By: Sharon Tippett
 Date of Re-Visit: January 31, 2013
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-19) Yes X No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes X No

Benefits Summary Charts (Forms T-35 & T-36) Yes X No

Checklist Overall Athletics Program (Form T-41) Yes X No

Improvement Plan Summary Charts (Form T-60) Yes X 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). 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 submitted by the school, it appears that the school has not met the standard for Substantial Proportionality Test (T-1) during the 2011-2012 school year.

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 submitted by the school, it appears that the school has not met the standard for the History and Continuing Practice of Program Expansion Test (T-2) for the school year 2011-2012. Additional data provided by the school indicated the addition of Archery to the athletic program but this is not included in the 2011-2012 status report.

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 data submitted and on site interviews of students, coaches, and school officials, the opportunities in the areas of students' interests and abilities continue to be offered at Eminence High School.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: The Survey was given to students in grades 8-11 and the school had a 100% return rate.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		According to the data submitted, the school has not met the standard for Test 1 and Test 2. Test 3 Full and Effective Accommodation of Student Interests has been met and has resulted in the development of an archery team at EHS.
Equipment and Supplies	X		The school has a written 4-year rotation plan for the purchase of new uniforms. The uniforms are equitable in quality and numbers. The Booster Club continues to purchase uniforms for all teams. Although the school is small and space is limited, all athletic teams have space to store equipment. Spending for equipment and supplies appears to be equitable between both genders and within acceptable parameters.
Scheduling of Games and Practice Time	X		Schedules for all teams were on file and posted on the AD Office door which is located right inside the main office door and may be easily seen. Scheduling for like sports for games and use of practice facilities were satisfactory. Eminence Schools has a community center on school grounds near the football, baseball and softball fields, and is available for boys' and girls' basketball teams and volleyball to use for practice time. It has a full size court and offers equitable practice areas and makes scheduling practice for these teams very equitable.

Travel and Per Diem Allowances	X		<p>Transportation for all athletic events is provided by the school board, but does not provide meals. There is a travel guideline on file, but it needs to be expanded to include not only transportation but also, per diem allowances on lodging and meals for overnight trips.</p> <p>It is recommended that the GERC expand the guidelines and make this a policy to be included in the coaches' handbook and the Title IX file. These new guidelines should be submitted by May 15, 2013.</p>
Coaching	X		<p>Previous audits could not determine the base salary for each coaching position, but this has been clarified with a detailed salary schedule on file. Like sports were based on equitable amounts and salaries were tiered, based on experience of a coach. The number of coaches compared to the number of team levels was equitable for both genders. The ratio of coaches to players showed parity; 11/1 for the female athletes and 10/1 for the male athletes.</p>

Locker Rooms, Practice and Competitive Facilities	X		EHS has two locker rooms available, one for boys and one for girls, and each team is assigned to one of these locker rooms during season. With the improvement of the girls' locker room size, both genders are equitable in this area. There is a washer and dryer available in the boys' locker room area, but it is available for all teams' use. With the community center available for team practices, all teams have equitable facilities for practice and competition.
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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The weight room is equipped with equipment that is “female friendly”, is in a good location accessible to all athletes, and is open to all athletic teams each afternoon. There is no schedule for use of the weight room posted because of the “open” status and this arrangement is agreeable to all those concerned. It was suggested that a notice be posted on the weight room door stating that it is open to all athletes each afternoon from 3:30-?.</p> <p>There is no trainer available due to lack of funding, however, there are several EMT’s available through school personnel that are present at the athletic contests.</p> <p>Physicals are not provided and athletes must obtain their own.</p>
<p>Publicity</p>	<p>X</p>		<p>There is one cheerleading squad that cheers equitably for basketball home games and end of season tournaments, plus for the football team. A pep band supports the football team and a “Rock Band” supports the girls’ and boys’ basketball teams.</p> <p>A new policy was in the Title IX file for awards for the athletes. It is suggested that this policy be expanded to include retired jersey and picture displays, as well as for banner displays that may be added at some point in the future. Banners are seen more and more in high school gyms as a way to recognize team championships and it is suggested to have the policy in place should this become an issue in the near future.</p> <p>Banquets are held in the fall for fall sports, winter for winter sports, and in the spring for spring sports. These recognize seasonal sports together.</p>

Support Services	X		Eminence High School has one booster club that purchases of all athletic teams' uniforms on a 4-year cycle. There is no written agreement on file and money is kept in an account outside of school. The club presents account balances at least twice a year to the school. A written agreement or contract would better serve both the school and the booster club. Therefore, it is recommended that a written agreement is reached and included in the Title IX file at school. There is no pattern of overspending for the male athletic program compared to the female athletic program for the past two years and all parties are to be commended for that.
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A

Recruitment of Student Athletes			N/A
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5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

The Corrective Action Plan called for improvement of facilities for softball and baseball fields. This has been an ongoing project and much progress has been made, but plans are to continue with work on designing and implementing changes in both fields. The completion date is for April 15, 2017.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No new deficiencies were observed in the total athletic program. However, there are areas of concern that need to be addressed. Following are recommendations that the Gender Equity Committee, Athletic Director, and School Administration need to take, by the dates given.

1. Submit by May 15, 2013, an expanded travel and per diem policy covering items such as overnight lodging and meals.
2. Submit by May 15, 2013, an agreement or contract between Eminence High and the Booster Club in regards to purchasing policy.

6. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were observed.

6. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Donna McClamrock

District Level Title IX Coordinator: Donna McClamrock

Name	Title	Telephone
Stephanie Barrows	Volleyball Coach	502-845-5427
Donna McClamrock	Athletic Director/Asst/ Principal	502-845-5427S
Steve Frommeyer	Head Football Coach	502-845-5427
Daishon Moore	Student Athlete	502-845-5427
Emily Coones	Student Athlete	502-845-5427
Sharon Treece	Principal	502-845-5427
Barbara Kok	KHSAA Audit Team	
Sharon Tippett	KHSAA Audit Team	859-533-2721

10. Comments

Eminence High School is part of a small community that appears to take great pride in the school and wants to do all that is possible to give the students a great experience in all areas of school life and in particular, athletics. Many improvements have been made since the beginning of Title IX auditing, and the total program is making strong efforts to be in compliance with all Title IX areas. Facility improvements have been accomplished for the girls' locker room and for the weight room. Ongoing improvements in the softball/baseball fields have made great progress.

Two recommendations that were made in the previous audit in 2007-2008, still need to be addressed. One is the travel and per diem policy and the other concerns an agreement with the booster club. Because the athletic director has been in that position for just two years, these issues were inherited and therefore, not addressed until now. Because it is her and the principal's goal to be in Title IX compliance, it is felt that these two recommendations will be followed and submitted at the designated time.

Other minor suggestions were given for developing guidelines in other areas and to include these in the developing coaches' handbook . Attaching these new guidelines to the 2012-

2013 report is suggested .

No one attended the public form and the auditing team left at 3:10.