



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

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

School: Estill County
 Prepared By: Gary W. Lawson
 Date of Revisit November 30, 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 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 (2007-08 and 2009-10) and is currently meeting that 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: According to the 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. The 2009-10 annual report indicates that one team for girls has been added during the past five years. This additional team has increased participation by females approximately five per cent.

- 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 data and responses submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. There has been an indicated interest in girls swimming on the last two student athletic interest surveys, but the school's location in respect to available facilities does not render this sport as a viable option at this time.

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 submitted by the school, an 89% 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>According to the data, calculations, and responses submitted by the school, it is currently meeting the standard established in Tests 1 and 3. (See <i>Substantial Proportionality Test—and Full and Effective Accommodations of Interests and Abilities Test</i>—page 2 of this report). KHSAA representatives reviewed the school's Title IX file. It was found to contain the school's original Title IX audit report from February 7, 2001, all of the school's annual reports to KHSAA for the past five years, a board approved salary schedule for coaches, game schedules for all sponsored sports except track, written usage schedules for all shared athletic facilities except for the indoor hitting facility or baseball and softball. (See <i>Scheduling of Games and Practice Times and KHSAA Recommended Action</i>.) Also in the Title IX file were written guidelines regarding awards and recognition of athletic accomplishments, written designation of locker room and athletic storage space assigned each team, written agendas for all Gender Equity Review Committee meetings for the past three years (see <i>KHSAA Recommended Action</i>), a written uniform review, rotation and/or replacement plan, and some written guidelines relating to the equitable provision of travel and per diem (see <i>Travel and Per Diem and KHSAA Recommended Action</i>.) School officials were encouraged to continue to build a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>THE DATA SUBMITTED ON THE RE-VISIT REPORT FOR THIS CATEGORY IS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. The February 7, 2001 audit report deemed this area to be satisfactory but did request that a uniform review, rotation and/or replacement plan be developed. The recent school visit showed that the school has developed a plan based on a four-year rotation for all sports. The uniform and equipment viewed during the visit appeared to be of high</p>

Equipment and Supplies continued			quality and provided equitably. According to the 2009-10 annual report, the school was spending approximately \$191 per male athlete and approximately \$137 per female athlete for the provision of equipment and supplies.
Scheduling of Games and Practice Time	X		According to the school's re-visit report, the number of competitive events scheduled for "like" sports showed parity. Information gathered from observations during the recent visit indicated that the scheduling of shared practice and game facilities was equitable. A usage schedule showing access to the indoor hitting facility was not available at the time of the visit. (See <i>KHSAA Recommended Action</i> .) A review of the 2009-10 girls basketball results posted on the KHSAA website showed that 40% (4/9) of the team's home contests were played on prime dates and the posted game times indicated that minimum prime time standards were also being met.
Travel and Per Diem Allowances	X		THE DATA SUBMITTED ON THE T-71 AND T-72 FORMS IN THE RE-VISIT REPORT FOR THIS CATEGORY ARE INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. According to the 2009-10 annual report, the school was spending approximately \$47 per female athlete and approximately \$34 per male athlete for the provision of travel and per diem. The recent visit showed that the school did have some written guidelines for provision of travel and per diem, but these need to be expanded to address monitoring of benefits provided in this category for equity. (See <i>KHSAA Recommended Action</i> .) Discussions with school officials indicated that expenditures made by the board of education in this area have not been submitted to KHSAA on the T-35 and T-36 forms. School officials were reminded that <u>all expenditures for provision of travel and per diem are to be reported on the T-35 and T-36 forms.</u>

Coaching	X		According to the re-visit report, the total amounts of money expended for coaches' salaries as well as the number of coaches provided for male and female teams of "like" sports showed parity. Seventy-one percent (5/7) of both boys and girls head coaches are on-campus employees. A review of the district's extra service pay schedule showed equivalence.
Locker Rooms, Practice and Competitive Facilities	X		The February 7, 2001 audit report stated that the school was working on a facilities plan that included upgrading the girl's basketball dressing facility. The recent visit showed that new boys basketball and girls basketball dressing rooms have been constructed. These dressing rooms appear to provide identical amenities. Lights have also been added at both the baseball and softball fields, and a new concession stand and equipment storage area have been added at the softball field. All locker room space appeared to be assigned equitably. All teams, except golf, are provided with equitable athletic equipment storage areas. School officials were reminded that improvements made in relation to facilities should be a part of their Corrective Action plans. A plan for construction of a soccer stadium at the city park is currently in the early stages.

Medical and Training Facilities and Services	X		<p>The February 7, 2001 report rendered this category as satisfactory, but listed two areas of concern that needed to be addressed. The school was requested to have a posted usage schedule for the weight training room. There also appeared to be a need for more weight training equipment that was suitable for use by female athletes. The recent visit showed that a new weight training room has been developed. It is accessible to all athletes as documented by the usage schedule posted at the facility. There is equipment at this facility that is appropriate for use by female athletes. The school does not have the services of an athletic trainer at this time.</p>
Publicity	X		<p>According to the re-visit report, the school sponsors one cheerleading squad which cheers at all home football, boys basketball and girls basketball games. In addition, they cheer at all away regular season games versus district opponents and at all post season tournament games for all three teams. The school's band plays at all home football games and an equal number of home boys and girls basketball games as monitored by the band director and athletic director. The re-visit form indicates the school was spending approximately \$33 per female athlete and approximately \$29 per male athlete for the provision of promotions/recognition, publicity, and awards.</p>
Support Services	X		<p>According to interviews with administrators and coaches, the school has booster clubs for all sponsored sports except girls and boys tennis. All booster clubs have bank accounts off the school campus. Currently, there is no procedure in place for administrative approval of club expenditures to provide equity of benefits. <u>School administrators were encouraged to develop guidelines for approval of all booster purchases which provide benefits to student athletes.</u> An analysis of athletic expenditures over the past two years indicates that spending has been within acceptable parameters for provision of equity on both a percentage and per athlete basis.</p>

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:

- increasing the number of prime time playing opportunities for girls basketball;
- increasing promotions for female sports;
- increased monitoring of booster club spending.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies in the overall program were observed during the recent school visit. There were some areas of concern which do need to be addressed. These areas include:

- documented provision of equitable access to the school's indoor hitting facility;
- accurate expenditure submittals to KHSAA;
- written guidelines for the equitable provision of travel and per diem;
- recording of written minutes for all Gender Equity Review Committee meetings;
- administrative oversight of athletic booster club spending for provision of equity.

7. KHSAA Recommended Action in relation to new deficiencies

Although no new deficiencies were designated by the recent school visit, the following areas of concern should be addressed in order for the school to maintain its non-deficient status.

(Accommodation of Interests and Abilities) On or before April 8, 2011, the school is to submit to KHSAA written minutes for a Gender Equity Review Committee Meeting held after December 1, 2010.

(Scheduling of Games and Practice Times) On or before April 8, 2011, the school is to submit to KHSAA a usage schedule for the indoor hitting/practice facility that is shared by the softball and baseball teams. This schedule should be posted at the facility and placed in the school's Title IX file.

(Travel and Per Diem) On or before April 8, 2011, the school is to submit to KHSAA an expansion of the current guidelines for travel and per diem which specifically addresses equitable provision of meals for student athletes. A copy of this document should also be placed in the school's Title IX file.

The school's April 15, 2011 annual report is to include total expenditures in all requested categories for the specific school years requested on the T-35 and T-36 form.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated in the February 7, 2001 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Arthur Ballard, 2675 Winchester Road, Irvine, KY 40336
(606) 723-3537

District Level Title IX Coordinator: Randall Christopher, P.O. Box 930, Irvine, KY 40336
(606) 723-2181

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Randall Christopher	Assistant Superintendent	(606) 723-2181
Shirley Beard	Softball Coach	(606) 723-3537
Blain Click	Principal	(606) 723-3537
Mark McKinley	Vllyball/Girls Basketball Coach	(606) 723-3537
Arthur Ballard	Asst.Principal/Athletic Director	(606) 723-3537
Cade Berryman	Student Athlete	(606) 723-3537
Chelsea Alexander	Student Athlete	(606) 723-3537
Dr. Martha Mullins	KHSAA	(859) 299-5472

10. Comments

No one from the community attended the Public Comments session. The meeting wa adjourned at 5:25 p.m. EST.

KHSAA Emailer

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select ademail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (ademail is not null and ademail <> "") order by school
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select prinemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (prinemail is not null and prinemail <> "") order by school
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select superemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (superemail is not null and superemail <> "") order by school
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To:	"Estill County"<arthur.ballard@estill.kyschools.us> "Estill County"<blain.click@estill.kyschools.us> "Estill County"<bert.hensley@estill.kyschools.us> gkboomers@hotmail.com
Subject:	Title IX Re-Visit Audit Report for Estill County HS
<input type="button" value="Send Email"/>	
Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Estill County High School that was conducted on November 16, 2010 by auditor Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.	
Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org	

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