



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

(For schools re-visited during the 2014-2015 school year)

School: Fleming County High School
 Prepared By: Gary Lawson and Kathy Johnston
 Date of Re-Visit: December 16, 2014
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-19) Yes No

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

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

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

Improvement Plan Summary Charts (Form T-60) 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
	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: The rosters and data submitted to the KHSAA as part of the annual Title IX reports show that the school has met the standard established in Test #1 for the provision of athletic opportunities during each of the past three school years. The 2013-14 annual Title IX report shows that the female students made up 48.28% of the school's enrollment and they were 48.57% of the school's athletic participants.

- 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: The rosters and information submitted by the school in the annual Title IX reports show that the school has not met the standard established in Test #2 for the provision of athletic opportunities for males or females during any of the past three school years. The 2013-14 annual report shows that one varsity team (bowling), with 12 current participants, has been added for females, and one varsity team (bowling), with 9 current participants, has been added for males.

- 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 responses and information submitted on the T-3 form in the 2013-14 annual Title IX report the school is not likely meeting the standard established in Test #3 for the provision of athletic opportunities. It does appear that the information provided in the most recent Student Athletics Interest Survey does not support the documentation on the T-3 form. The current T-63 form shows "0" interest in archery, bass fishing, and tennis, yet the T-3 form indicates there is significant interest, therefore, it is likely that the authenticity of the entire document is questionable.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: The T-63 form in the 2013-14 annual Title IX report shows that a 100% completion rate was received on the most recent Student Athletics Interest Survey. Because of the issues listed in box "C" above, there does appear to be some question in relation to authenticity of the Student Interest Survey. It should also be noted that the T-63 form documents that only 181 students were surveyed. The school's population in grades 9-12 was 669 for the school year 2013-14

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The November 22, 2004 Title IX school visit report noted this area to be satisfactory based on the fact that it appeared that the school was meeting the standard established in both test #1 and test #3 for the provision of athletic opportunities. The November 20, 2012 school re-visit again deemed the accommodations of interest and abilities to be satisfactory based on the evidence showing that it was likely that the standard established in both test #1 and test #3 was being met. Information provided in the annual Title IX reports for the past three years give specific indication that the standard established in test #1 has been met during each of the past three school years. There is some indication that the standard of test #3 is also being met but it does appear that there is some inaccuracy on the T-63 form which summarizes the data from the Student Athletic Interest Survey. The T-63 form is the supporting document for the T-3 form (see detailed explanation for each of the three opportunities tests on page 2 of this report). During the recent visit, the school's Title IX file was reviewed. It was found to contain written guidelines, regulations, and policies addressing almost all the benefit areas under Title IX. School officials were encouraged to continue to maintain and update the Title IX file.</p>
Equipment and Supplies	X		<p>Both the November 22, 2004 and the November 20, 2012 Title IX school visit reports rendered this benefit category to be satisfactory. The 2004 report documented the need for a uniform review, rotation, and/or replacement plan. The 2012 report stated that a review/rotation plan was being followed for the purchase of uniforms. The recent visit showed that a four-year review plan was in place. Interviews indicated that this plan was being followed. All uniforms observed were of</p>

			<p>mid-to-high quality and appeared to be supplied in equitable quantities. According to the information submitted on the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$160.00 per female athlete compared to approximately \$169.00 per male athlete for the provision of equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>The most recent Title IX school visit reports designated this benefit category to be satisfactory. Information provided during the recent visit indicated that the number of competitive events scheduled for 'like' sports was comparable. Equitable practice schedules were viewed for the gymnasium and the indoor batting cages. Interviews with students and administration indicate equitable usage and access of the soccer practice field, however, there was no written evidence in the Title IX file. It is suggested that a listing of priority usage of shared, competitive facilities be developed. The scheduling of athletic events during the most optimal playing time was discussed with school officials who were encouraged to strive for the provision of parity regarding this benefit.</p>
Travel and Per Diem Allowances	X		<p>Both the 11/22/04 and the 11/20/12 Title IX school visit reports rated this benefit category to be satisfactory. The 2012 report stated that the school did have equitable written guidelines for provision in this area. There was written evidence that provided meal allocation for teams or individuals that participated in KHSAA state tournament events. It also indicated that modes of transportation would be comparable, but was not specific to the type of mode (bus, van, charter) that would be available for use. It is recommended that the current guideline be expanded to include the parameters and/or</p>

			<p>specifics relative to meals and housing (hotel stay) for regular season contests and/or tournaments. The data submitted in the 2012-13 and the 2013-14 annual Title IX reports showed that the school was spending approximately \$50.00 per female athlete compared to approximately \$47.00 per male athlete for provision of travel and per diem.</p>
Coaching	X		<p>The two most recent Title IX school visit reports rendered this benefit category to be satisfactory. The Athletic Director is responsible for evaluating all head coaches. Beginning the 2014-15 school year, a written instrument will be used as part of this process.</p> <p>According to the information provided in the 2013-14 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports was comparable. A review of the school district's extra service pay schedule for coaches showed parity. The data submitted in the coaching column on the most recent T-35 form shows the coaching ratio is one coach per 13 participants for female athletes and one coach per 10 participants for male athletes. Information provided during the visit showed that 67% (6/9) of the girls team head coaches were on-campus employees compared to 56% (5/9) of the boys head coaches being employed on the school campus.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The two most recent Title IX school visit reports deemed this benefit category to be satisfactory. There was written evidence of locker room assignment for all teams except bowling, golf, and swimming. Interviews with administration indicated that there is available locker room access for each of these teams at their off-campus venues. The girls and boys golf teams practice and compete at the</p>

		<p>Fleming County Country Club Course, which is approximately 1.5 miles from the school. The girls and boys bowling teams practice and compete at S & S Entertainment, located about 1.0 miles from the high school. The boys and girls swim teams utilize the facility at the Maysville YMCA, approximately 20 miles from Fleming County, and the cross country teams have access to the Fleming County Recreational Park facility for practice. Any hosted cross country meets are currently being held at the Mason County High School course. Viewed, on campus locker rooms appeared to be equitable and with similar amenities. There was designated and secure storage areas for all teams. The boys and girls soccer teams have a practice facility located behind the Fleming Elementary School, approximately two (2) miles from the high school. All other practice and competitive facilities are located on campus. The gymnasium, 'The Den', provides a practice and competitive site for volleyball, girls and boys basketball. The Panther Field provides a competitive facility for boys and girls soccer, football, and track. Football also has a practice field area located on campus. Baseball and softball fields are also located on campus. It appears that the existence of two (2) bull-pen areas and a press box provides an advantage, with regard to baseball, as compared to what was viewed at the softball field area. Interviews with administration indicated that all competitive facilities are in post season rotations for tournament play. Interviews with administration and student athletes indicate that, beginning in the fall of 2013, all competitive events for boys and girls soccer are being now played at the Panther Field Complex.</p>
--	--	--

Medical and Training Facilities and Services	X		<p>The 11/22/04 and the 11/20/12 Title IX school visit reports designated this benefit category to be satisfactory. There is one (1) weight room located on the main floor level of the high school. It is very spacious, well maintained and equipped with appropriate weight equipment for female use. There was a written and posted schedule showing equitable usage and access. Interviews with administration indicate that athletic trainer services are not currently available. However, interviews with coaches and administration indicate access of services for injury prevention, evaluation, and treatment through the Integrity Physical Therapy group and Family Medical Associates, located in Fleming County. Interviews with student athletes, coaches, and administration indicated the availability of 'free' physicals to all student athletes at Fleming County High School. These are made available through the donated services of Family Medical Associates. Physicals are scheduled during a specified time in July, however, the opportunity for 'drop-ins' and make-ups are also available. There was written and posted evidence of emergency plans for all sites and venues.</p>
Publicity	X		<p>The 11/24/04 Title IX visit report gave this benefit category a satisfactory rating but did not note the need for equitable written guidelines in relation to the public display of athletic recognition. The 11/20/12 visit report again allotted a rating of satisfactory and documented that the school had written regulations regarding the display of athletic recognition. The school currently has one cheer squad which cheers at all home football, boys and girls basketball games and at two specified away games viewed as 'rival' games for all three sports. The school's pep band performs at all home football games and at an equal number of girls and boys basketball games as monitored by the athletic director. There was written evidence of an awards</p>

			<p>guideline that outlined the provision and specifics relative to end-of-season recognition, banner display, and trophy display. There was also viewed evidence of seasonal programs for all sponsored sports and activities. According to the data submitted in the 2012-13 and the 2013-14 annual Title IX reports, the school was spending approximately \$12.00 per female athlete compared to approximately \$9.00 per male athlete for provision of awards.</p>
Support Services	X		<p>The 11/22/04 report rendered this benefit category to be 'deficient' stating that inaccuracies and inconsistencies were found in the expenditures report that was submitted by the school. The 11/20/12 report gave this category a satisfactory rating documenting that athletic spending appeared to be within acceptable parameters for the provision of parity. Currently the school has athletic booster clubs which support all teams except boys and girls golf, boys and girls swimming, boys basketball, and boys soccer. Some of the clubs have their funds within school accounts and some clubs do not. All the booster clubs are required to submit a monthly financial statement to the school's Principal for approval. An analysis of athletic spending for the past two years shows that in 2013-13, 45% of the expenditures were for female athletes who made up 49% of the participants and 55% of the expenditures were for male athletes who made up %1% of the participants which meant approximately \$450.00 was spent per female athlete and \$527.00 per male athlete. In 2013-14, the percentage spending was again within generally acceptable parameters for the provision of parity for a football playing school. The spending per athlete was approximately \$435.00 per female athlete and \$515.00 per male athlete. School officials were encouraged to monitor all spending in order to continue to provide an equivalence of athletic benefits.</p>

Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- Upgrading of the soccer facilities
- Upgrading of the softball field
- Constructing tennis courts
- Attempting to start archery and bass fishing as a sport activity

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletics program at Fleming County High School, the following recommendations should be addressed to ensure overall equivalence:

- It is strongly recommended that the school administer the Student Athletic Interest Survey during the 2014-15 school year in order to accurately assess student interests and to obtain accurate data on which to base responses on the T-3 form for the **April 30, 2015** Annual Title IX report.
- Please submit to the KHSAA, no later than **March 15, 2015**, an equitable schedule showing usage and access specific to the soccer practice facility for boys and girls.
- Please submit to the KHSAA, no later than **March 15, 2015**, an expanded Travel and Per Diem guideline that would include the specifics relative to the type(s) of transport for teams, and the parameters of allocation for meals and housing (hotel stay) for regular season contests.
- The school's Title IX Improvement Plan (form T-60) should reflect progress made toward completion of the upgrades to the softball facility, as identified in this report. This item should continue to be a part of the Annual Title IX report until such project is complete.

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the November 20, 2012 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Tony Roth, Fleming County High School, 1658 Elizaville Road, Flemingsburg, KY 41041 606-845-6601

District Level Title IX Coordinator: Greg Emmons, Central Office, 225 W. Water Street, Flemingsburg, KY 41041 606-845-6601

Name	Title	Telephone
Gary Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509
Katie Pfeffer	Student Athlete	606-845-6601
Martina Lytle	Student Athlete	606-845-6601
Aaron James	Student Athlete	606-845-6601
Nathan Ryver	Softball Coach	606-845-6601
Kristy Orem	Girls Basketball Coach	606-782-0654
Tony Roth	Athletic Director	606-845-6607
Mark Leet	Principal	606-845-6601
Bill Spencer	Football Coach	606-845-6601
Robert Orem	Asst. Girls Basketball Coach	606-845-6601
Natalie Leet	Parent	606-845-6601
Lamont Taylor	Boys Basketball Coach	606-845-6601

10. Comments

School administration and staff were very welcoming and prepared for the visit. The Title IX file was very well organized and complete. Interviews with student athletes, coaches, and administration was very positive.

No one from the community attended the public comments session. The meeting was adjourned at 3:25 p.m.