



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Fleming-Neon High School**

Reviewed By: **Allen W. Jackson**

Date of Visit: **November 25, 2003**

Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through 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
X	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

Were the calculations performed correctly? Yes No

Comments: Corrections were made and placed in the Title IX file.

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

Were the calculations performed correctly? Yes No

Comments: Girls' athletic participation has increased 41% over the last five years.

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

Were the calculations performed correctly? Yes No

Comments: Follow up on some of the student's interests shown on the 2003 survey did not occur.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments: There was only a 61% rate of return on the 2003 survey forms.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Girls' athletic participation has increased 41% over the last five years.
Equipment and Supplies	X		It was recommended to the school personnel that a written policy for the rotation and replacement of uniforms be developed and implemented.
Scheduling of Games and Practice Time		X	The 2003-2004 basketball schedules show that the girls played 18% of their home games during "prime time" while the boys played 67% of their home games during "prime time".
Travel and Per Diem Allowances	X		Although the school visit appeared to show parity in this area, it is suggested that school personnel develop a written meal allotment policy for the school's athletes based on fairness and equity.
Coaching	X		No deficiencies were found.
Locker Rooms, Practice and Competitive Facilities	X		School personnel were told that they need an assigned dressing area for each athletic team.
Medical and Training Facilities and Services	X		A schedule for the use of the weight room should be posted.
Publicity	X		The school has one cheerleading squad that cheers for both basketball teams equally.
Support Services	X		Booster clubs were discussed. The school has several booster clubs. "Equivalence of benefits" to student athletes and its relationship to athletic spending was discussed with the Gender Equity Review Committee. School personnel are requested to resubmit Forms T-35 and T-36 and to include all monies expended for equipment and supplies, travel, awards, coaches' salaries, facility improvements, and publications.

Athletic Scholarships	X		No deficiencies were found.
Tutoring	X		No deficiencies were found.
Housing and Dining Facilities and Services	X		No deficiencies were found.
Recruitment of Student Athletes	X		No deficiencies were found.

5. **Brief Summary/Analysis of the Corrective Action Plan (T-60)**
Several items that need to be included on the Corrective Action Plan were discussed with the Gender Equity Review Committee, especially “prime time” for girls’ basketball. The 2002-2003 Corrective Action Plan was not comprehensive. One item was publicity for volleyball that has been on every Corrective Action Plan for the last four years.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**
The only deficiency observed was the lack of “prime time” playing time for the girls’ basketball team.

7. **Facility Recommendations or Concerns**
There were no facility recommendations or 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, 2004**, school personnel are 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, 2004**, school personnel are 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 2004-2005 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.

(Support Services) On or before **March 15, 2004**, school personnel are requested to resubmit Forms T-35 and T-36 including all monies expended during the 2002-2003 school term. All booster club money should be included.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: **Stephen Holbrook**

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

Name	Title	Telephone
Gordon Bocock	KHSAA Audit Team	859-299-5472
Allen W. Jackson	KHSAA Audit Team	859-299-5472
Lisa Wagoner	FNHS Secretary	606-855-7056
Cody Hawkins	FNHS Student	606-855-4710
Whitney Gooch	FNHS Student	606-855-7314
Robin Gooch	Parent Rep.	606-855-7314
Stephen Holbrook	AD	606-633-1649
David Robinson		606-632-0361

10. Comments

The Public Forum was held at 6:00 p.m. No one attended.