



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

(For schools re-visited during the 2015-2016 school year)

School: Frankfort High School
 Prepared By: Barbara Kok
 Date of Re-Visit: December 17, 2015
 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
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 information and data submitted 2012-2015, It appears that Frankfort High School has met the standard for Test 1 for the provision of athletic opportunities.

- 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 information and data submitted, it appears that Frankfort High School has not met the standard of Test 2 for the provision of athletic opportunities.

- 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 information submitted, it appears Frankfort High School has met the standard for the provision of athletic opportunities.

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

Comments:

According to the information submitted by Frankfort High School, the Student Interest Survey was administered March 13, 2014. The school surveyed students grades 8-11 with a return rate of 81%

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 information submitted, it appears Frankfort has met the standards for Tests 1 and 3 for the past three years. Frankfort is to be commended for its consistent rate of proportionality between participation and enrollment. The school currently offers 15 sport level teams for male students and 13 sport team levels for female students.
Equipment and Supplies	X		Uniforms viewed appeared to be of high quality and equivalent in quantity for like sports. There was written evidence of a four-year review and/or replacement plan in place that showed parity for all sports. All other equipment viewed appeared to be equivalent in quality and available for all. A two-year average of expenditures for equipment is approximately \$114.48 spent per male athlete and \$108.26 spent per female athlete.
Scheduling of Games and Practice Time	X		Schedules viewed appeared to show comparable number of events for like sport teams. Schedules for shared facilities (gymnasium and soccer fields) indicated equitable usage for all teams. <u><i>It is recommended the schedule for the indoor hitting area and weight rooms are included in the Title IX file.</i></u>
Travel and Per Diem Allowances		X	There were no written guidelines for travel and per diem in the Title IX file that provided for equivalence and administrative oversight. See KHSAA recommendations. Interviews with the coaches and athletes indicated the use of school-operated buses for practice and competitive events. <u><i>It is recommended the school administrators and the Athletic Director review expenditures reported in the future for this benefit category.</i></u> Spending on travel has been reported as ZERO for all athletic teams on the Annual report (T-35 form) in the past. To ensure

			<p>accuracy, the financial office at the school board should provide information.</p> <p>Combination of no written guidelines and inaccurate reporting render a deficiency in this area.</p>
Coaching	X		<p>There was written evidence of a school board approved pay schedule that showed equivalence and parity in salary and number of coaching positions for like sports. The current ratio of coach to athlete is 1:10.5 for males and 1:11 for females. Approximately 50% of head coaches are working in an on-campus position.</p> <p>The school board is reviewing a written evaluation form used previously to evaluate coaches.</p>
Locker Room, Practice and Competitive Facilities		X	<p>Written assignments for locker rooms and storage were not present in the Title IX file.</p> <p>See KHSAA recommendations.</p> <p>All sport venues for Frankfort High School are located off campus with several facilities leased from the state.</p> <p>The volleyball and the girls' and boys' basketball teams use the old gymnasium located approximately one block from the school.</p> <p>PAC (Panther Athletic Complex) serves as the practice facilities for football, soccer and tennis teams. Soccer competitions are held at the Sower Soccer Complex in cooperation with the other high schools. The Sower football stadium is used for games only.</p> <p>Capital View Park serves as the site for baseball and softball competitions. Both fields are well maintained with like amenities. <u>Past audits noted the disparity of a lack of lights on the softball field. The school has taken some steps to address the issue but they are reluctant to bear the cost of lights on a property not owned by the Frankfort system.</u></p> <p>Other athletic sites used by Frankfort High School are:</p> <p>Archery-Second Street Elementary Cross Country-Archives Golf-Juniper Hills Golf Course</p>

			Swimming-KY State pool Track-KY State track Tennis-PAC and KY State
Medical and Training Facilities and Services	X		<p>Services of an athletic trainer are provided by Frankfort Regional Hospital. The trainer has her schedule posted on the door of both training rooms.</p> <p>Frankfort has two-weight room facilities-one at the gymnasium (Cybex machines) and the other one at the Football field house (free weights). <u>It is recommended a schedule be developed and placed in the Title IX file that provides for equitable usage for all teams at each weight training facility.</u></p> <p>Emergency plans for all athletic venues were viewed and should be included in the Title IX file.</p>
Publicity	X		<p>The school sponsors one cheerleading squad that cheers at all home football games. They also cheer for all home girls' and boys' home basketball games and away district competitions. To ensure equity, performance of the dance team and band are scheduled by the sponsors and the Athletic Director.</p> <p>Written guidelines pertaining to Awards Recognition/display appeared to be equitable for all sport teams. <u>It is recommended the guidelines be expanded to include criteria for banners and pictures on display in the gymnasium.</u></p> <p>Average per athlete expenditures could not be determined due to ZEROS being reported by many teams. The importance of accurate and complete reporting was addressed with the Athletic Director and school administration. <u>It is recommended the Athletic Director review expenditures reported on the 2015-2016 T-35 form for individual awards and banquets for all teams.</u></p>
Support Services	X		Frankfort High School does not have any Athletic Booster clubs. All fundraising activities and team expenditures must have prior approval from the Athletic Director and Principal that provides for administrative

			oversight. What constituted an individual booster and booster spending was explained. <u>The administration is asked to continue to monitor expenditures to ensure equity and parity for all teams.</u> Overall spending average for two years is \$431.14 per male athlete and \$370.18 per female athlete.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

Locker rooms, practice and competitive facilities-No lights on softball field
Athletic Director has received estimates for lights on the softball field

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Travel and Per Diem

Deficiency was awarded due to lack of written, equitable guidelines for travel and per diem and inaccurate reporting of expenditures in this benefit area.

Locker Rooms, Practice and Competitive facilities

Deficiency awarded due to lack of written assignments of locker rooms and storage for all teams
Disparity between softball and baseball facilities (no lights)

7. KHSAA Recommended Action in relation to new deficiencies

- Please submit to the KHSAA on or before **March 1, 2016** a copy of the Travel and Per Diem policy developed and adopted by the Gender Equity Committee. The policy should contain the following information:
 1. Mode of transportation (bus, van, charter)
 2. Meal provision (cost per meal of allowance per day)
 3. Housing Provision

Upon completion the policy should be placed in the Title IX file.

- Please submit to the KHSAA on or before **March 1, 2016** a copy of locker room and storage assignments for all teams. Upon completion, the assignments should be placed in the Title IX file
- Please submit to the KHSAA on or before **March 1, 2016** a plan to address the disparity between the baseball and softball field. (Copy of bids received and timelines for completion).
- The following are “areas of concern” that should be addressed by the Athletic Director and administration to provide equitable opportunities and benefits:
 1. Maintain and submit correct rosters on the 2015-2016 Annual Report
 2. Include all “shared” facilities on the practice schedule
 3. Monitor and report accurate expenditures for the benefit areas of Travel and Awards on the 2015- 2016 Annual report
 4. Maintain the Title IX file with policies developed by the Gender Equity Committee

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Craig Foley

District Level Title IX Coordinator: Craig Foley

Name	Title	Telephone
Jasmine Turpin	Student Athlete	502-875-8655
Preston Pearl	Student Athlete	502-875-8655
Deron Norman	Girls Basketball Coach	859-537-0177
Arlene Combs	Girls Softball Coach	859-621-1374
John Lyons	Principal	859-553-0723
Craig Foley	Athletic Director	502-803-5370
Amanda Perry	Bookkeeper	502-875-8655
Nick Barton	Boys Basketball Coach	502-875-8655
Carrie Williams	Dance Team Coach	502-875-8655

9. Comments

School administration and the Athletic Director were receptive to all discussions and suggestions of the auditors. It is recommended the Athletic Director attend the KHSAA workshops held each fall.

Frankfort is a small school who is concerned for their athletes and interested in providing the best opportunities and benefits to their athletes.

No one attended the public forum held at 3:00 pm.