



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 1999-2000 school year)

School: Franklin County

Reviewed By: Larry Boucher

Date Of Visit: November 23, 1999

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 Thru T-41 Yes  No  Pages/info missing from some team reports

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
	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes  No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes  No

Comment:

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes  No

Comment:
School offers teams in nine interscholastic sports for girls

**3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?**

Yes  No

Comment:
Inadequate information is provided in order to determine if students' athletic interest are addressed. No survey or recap of student survey is included in report. School should supply KHSAA with summary of student survey to allow KHSAA to assess compliance.

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

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>		?	
<b>Equipment and Supplies</b>		X	Detailed reports by coaches are incomplete. See note #1
<b>Scheduling of Games and Practice Time</b>		X	See note #2
<b>Travel and Per Diem Allowances</b>	X		Detailed reports by coaches are incomplete.
<b>Coaching</b>		X	See note #3
<b>Locker Rooms, Practice and Competitive Facilities</b>		X	See note #4
<b>Medical and Training Facilities and Services</b>		X	See note #5
<b>Publicity</b>	X		See note #6
<b>Support Services</b>	X		
<b>Athletic Scholarships**</b>			No submission
	X		Majority of team forms completed by same individual

<b>Tutoring**</b>			
<b>Housing and Dining Facilities and Services **</b>	X		Majority of team forms completed by same individual
<b>Recruitment of Student Athletes**</b>			No submission

**5. Brief Summary/Analysis of The Corrective Action Plan (T-60)**

Corrective action plan indicates an inappropriate time frame of "within 5 years" for lights to be added to the softball facility. School indicates it may be 5-10 years before a field house of any kind might be added to the girls' softball facility/field which is a ¼ mile from the baseball/football fields and accompanying fieldhouse. A definite plan should be produced to share the current field house facility until softball facility is built.

**6. Observed Deficiencies in Overall Girls and Boys Athletics Programs**

See item 9.

**7. Facility Recommendations or Concerns**

Lights should be developed for softball field no later than the end of the 2001-2002 school year.

**8. Recommended Action To Be Taken by KHSAA**

- Recommend Additional Steps For Title IX Compliance
- Probation For
- Fine In The Amount of \_\_\_\_\_
- Prohibition From Post Season Play
- Suspension From the Association
- Notify Equity Division and KBE of Potential Title IX Violations

- Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations

9. KHSAA To Follow-Up Regarding Corrective Action If Necessary On The Following:

✓ **(Selection of Cheerleaders)** On or before **December 15, 2000**, the school is 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 **December 15, 2000**, the school is 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 2000/2001 season. The school should also provide similar information for the 1999/2000 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.

1. **(Equipment and Supplies)**

- ✓ • Inadequate storage facilities appear to be provided for the girls' golf and volleyball teams.
- ✓ • Inadequate student managers are available for girls' teams as compared to boys' teams.
- ✓ • Apparently there are no game uniforms provided for the girls' basketball team.
- ✓ • Summary forms do not reflect the information contained in the team reports.

2. **(Scheduling of Games and Practice Time)**

- School should provide to KHSAA no later than **December 15, 2000** written evidence that it has attempted to equitably schedule boys' and girls' basketball games for the 2000/2001 year or before.
- School provide evidence by **December 15, 2000** as to decision to allow only 12 girls' golf matches compared to boys' 16 golf matches.
- School should provide time- table to install lights on softball field in a more timely fashion than 5 years out.
- School should provide evidence by **December 15, 2000** as to why boys' tennis has 20 matches and girls' only 14 matches.

- Boys' and girls' track team should be split.
- School shall provide to KHSAA no later than **December 15, 2000**, a schedule of practice times for volleyball that allows adequate practice times for an in-season sport.

### 3. (Coaches)

- While basically equitable there does exist a need for the school to address salary variances in boys'/girls' basketball assistant coaches, boys'/girls' soccer and boys' baseball and girls' softball.

### 4. (Locker Rooms, Practice and Competitive Facilities)

- No team reports; Please submit locker room information.

### 5. (Medical Training Facilities)

- The school should take steps to ensure that all teams are provided comparable trainers and medical personnel as is maintained for boys' teams in basketball and football no later than **December 15, 2000**. Weight room schedule should be established no later than **December 15, 2000** to ensure equal use by girls' teams.

### 6. (Publicity)

- Football receives the only publicity to amount to anything.

# Kentucky High School Athletic Association

January 3, 2000

Franklin County High School  
Sharon Collett, Principal  
1100 East Main Street  
Frankfort, Kentucky 40601

Re: Title IX Audit

Dear Ms. Collett:

*Bruce Bissmeyer AND  
Phyllis Collett were  
present TO OBSERVE.*

On Tuesday November 23, 1999, Louis Stout, Brigid DeVries, Larry Boucher & Danny Reeves meet with representatives of Franklin County High School in Frankfort, Kentucky. This meeting was scheduled prior to the visit and held for the purpose of discussing/reviewing Title IX requirements related to athletic programs at the school. Those present on behalf of Franklin County included:

<u>Name</u>	<u>Title</u>
<del>Danny Reeves</del>	<del>Counsel- Ky. High School Athletic Association</del>
<del>Larry Boucher</del>	<del>Asst. Commissioner- Ky. High School Athletic Association</del>
Bruce D. Bissmeyer	Retired School Administrator
Deborah Wigginton	Asst. Principal
Gary W. Lawson	Director of Student Services
Sharon Collett	Principal
Don Sturgeon	Athletic Director
Tracy Spickard	Teacher/Softball Coach
Deron McDonald	Teacher/Baseball Coach
Kathy Billiter	Parent

It was noted that Assistant Superintendent, Gary Lawson, is the Title IX coordinator for the district.

1. Agenda for meeting;
2. Verification form to be submitted no later than 6/30/00;
3. Draft 99/00 KHSAA Audit Manual (forms included); and
4. Interscholastic Athletics Student Survey Form.

Ms. DeVries and Danny Reeves discussed with the Franklin County representatives the manner in which these forms were to be used. Franklin County was advise that the appropriate school representatives should complete the Verification Form, together with the forms contained within the Audit Manual, and returned to the KHSAA on or before the 6/30/00 deadline. In addition, the extent Franklin County needs to implement a Corrective Action Plan for coming into compliance in any areas that plan should be submitted with the Verification Form and other forms on or before 6/30/00. The Franklin County Representatives indicated they understood these requirements.

After discussing the forms to be submitted to the KHSAA, we conducted a brief review of the applicable law and Title IX requirements. Following this discussion, Ms. DeVries and Danny Reeves reviewed the following specific areas with the school's representatives:

1. Accommodation of interests and abilities (including the three pronged test for compliance regarding athletic opportunities);
2. Equipment and supplies;
3. Scheduling of game times and practice times;
4. Travel and per diem allowances;
5. Coaching;
6. Locker rooms, practice times and facilities issues;
7. Medical and training facilities and related services;

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8. Publicity; and
9. Support Services

In addition, a brief discussion was held of the following Title IX areas;

1. Athletic scholarships
2. Tutoring;
3. Housing and Dining Facilities and Services; and
4. Recruiting.

Ms. DeVries and <sup>e</sup> explained that it was unlikely that any of these last four areas would be applicable at Franklin County. Therefore, the school's focus should be on the first nine areas listed above.

The school representatives ask a number of questions during this portion of the review. Those present discussed in some detail the fact that the school has previously instituted a schedule for practice times for Boys and Girls Basketball. (A copy of this schedule was included in a preliminary plan submitted by the Gender Equity Review Committee.) In addition, those present discussed several alternatives to the present game schedules for winter sports, i.e. girls' and boys' basketball) which would allow both programs to take advantage of what is generally considered prime playing time (e.g. Friday night).

The school representatives then discussed several steps they have already undertaken in order to comply with Title IX. These include:

1. Assessing proportionality of male and female students with those participating in sports. (Initially cheerleaders were used in calculations and will have to be removed in the final report).
2. Establish a brief history of sports added within the last 5 years.
3. Preliminary scheduling of the pre-season conditioning schedules of baseball and softball in the "Athletic Field house", it was noted that softball had first choice of the time schedule.
4. Establishing a 5-year uniform purchase plan for all sports. <sup>ou</sup>

Following this discussion, Mr. Don Sturgeon gave us a tour of the athletic facilities. Mr. Sturgeon indicated that the school intended to do some improvements to the softball field to upgrade it similar to the baseball facility. It was also mentioned that the "Athletic Field House" be made more accessible to all student athletes at Franklin County.

A public comment session was held at Franklin County High School Library beginning at 6:30 p.m. A few parents and a writer for the State Journal Newspaper appeared at the session. Mr. Stout, Ms. DeVries and Danny Reeves provided an overview of <sup>KHSAA</sup> our involvement in Title IX monitoring. Some of the questions asked included some initial concerns on the amount of time it took to begin the girls soccer program. One person wanted a clarification on why cheerleading and other extracurricular activities were not included in determining the number of sports offerings. Ms. DeVries clarified the OCR position on sports offerings, which currently does not include band, drill teams, dance teams cheerleading or intramurals. Booster club involvement and fund issues were clarified also. We explained that coaches would be instrumental in ensuring that school officials obtained full cooperation from parents and booster clubs. The open forum concluded at approximately 7:30 p.m.

Sincerely,

Louis Stout  
Commissioner





Cc: Joe McCorkel, Superintendent  
Don Sturgeon, Athletic Director

