



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

(For schools re-visited during the 2008-2009 school year)

School: **Franklin County High School**
Prepared By: **Reba Woodall**
Date of Re-Visit: **October 30, 2008**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry**

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 submitted by Franklin County High School, it appears the school has met the standard for Test 1, Test for Substantial Proportionality, during the 2007-2008 school year.

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 submitted by Franklin County High School, it appears the school has not met the standard for Test 2, Test of History and Continuing Practice of Programs Expansion, during the 2007-2008 school year.

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 data submitted by Franklin County High School, it appears the school has met the standard for Test 3, Test for Full and Effective Accommodation of Interests and Abilities, during the 2007-2008 school year.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: Franklin County High School is offering all of the KHSAA sanctioned sports. The Student Interest Survey conducted in 2007-2008 had a return rate of 96%, well above the 80% requested by the KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
<p>Accommodation of Interests and Abilities</p>	<p>X</p>		<p>According to the information supplied by the school, Franklin County High School has met the standards established for Test 1, and Test 3 for the 2007-2008 school year. The possibility of meeting the standards for all the tests each year was discussed in the Gender Equity Committee Meeting, as well as the need to meet the standard for one test each year. The Student Interest Survey was conducted with a return rate of 96% and reflects the students' athletic interests. It appears their interests are being met by the school. Franklin County High School offers 9 varsity, 8 j-v, and 3 freshman teams for girls, and 10 varsity, 9 j-v, and 3 freshman teams for boys.</p> <p>The school's Permanent Title IX File was outstanding. It was well organized and thorough. It included Annual Reports, Gender Equity Committee meeting minutes, Title IX communications, basketball schedules, coaches' handbook, facility usage schedules, award/recognition guidelines, locker room assignments, and a uniform replacement rotation schedule. They had a booster club agreement but no signed copies and the travel and per diem guidelines did not show mode of transportation nor guidelines for special trips. The travel and per diem guidelines should be reviewed and updated. During the interview sessions the school administration explained new mileage guidelines from the Board of Education. These should be included in the updated guidelines. At some point the Gender Equity Committee should review all the guidelines/policies in the school's Title IX file. Updates may be needed.</p> <p>The first on site visit occurred in 1999. Since that time, the KHSAA has requested schools produce a number of guidelines/policies for Title IX equity and school documentation. The school was well prepared with the majority of these items.</p>

<p>Equipment and Supplies</p>	<p>X</p>		<p>Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. The school has a written uniform replacement rotation schedule. The school administration and Gender Equity Committee should review the volleyball team's uniform. They have one shirt furnished by the school. All the other equipment is purchased by the athlete. In comparison to other team uniforms, another team shirt may be appropriate. If purchased, this additional shirt should be included in the schedule for uniform replacement.</p> <p>According to the information on the 2007-2008 Annual Report forms T-35 and T-36, the school is currently spending approximately \$130 per female athlete, and \$195 per male athlete for equipment and supplies. This area should be reviewed yearly by the Gender Equity Committee. Prior approval by school administration for purchases will help ensure equity for this benefit.</p> <p>During the first on site visit this benefit was given a deficiency. At this time, it appears that this deficiency has been addressed.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>The school was in compliance for the 2007-2008 school year with 55.6% of girls' basketball games played on prime dates. The schedule for 2008-2009 shows a 44% rate for the upcoming season. This will be checked at the end of regular season competition for compliance in 2008-2009. The school has a written practice/ game schedule for facility usage. A copy of this schedule is in the school's Permanent Title IX File.</p> <p>During the first on site visit this benefit was given a deficiency. At this time, it appears that this deficiency has been addressed.</p>

Travel and Per Diem Allowances	X		The information submitted by the school on the 2007-2008 Annual Report shows the school spent \$119 per female athlete, and \$122 per male athlete. Although these amounts do not show an inequity in spending for travel and per diem, this is a benefit where inequity can quickly appear. The Gender Equity Committee should review this benefit yearly. The school does not have a complete written guideline/policy for the travel and per diem allowance benefit. The school administration and Gender Equity Committee should review and update this guideline. Approval may be needed by the School Council, and or the Board of Education. A copy of this should be kept in the Permanent Title IX file, and a copy sent to the KHSAA office.
Coaching	X		Total numbers of coaches are equitable. Only 4 head coaches of female teams are on campus, while 7 of the head coaches of male teams are on campus. The ratio of athletes to coaches is acceptable. Male coaches receive 62% of the coaching budget with only 57% of the athletes. The average salary for coaches of male teams is \$3000 and the average salary for coaches of female teams is \$2083. The criteria for this benefit include quality of coaching, accessibility of coaches, and salary.
Locker Rooms, Practice and Competitive Facilities		X	There are seven locker rooms available for athletes at Franklin County High School. The boys' basketball team and the girls' basketball team do not share with other sports. The locker room assigned to girls' basketball was also assigned to volleyball. The volleyball storage area has been used not only for storage but as a locker room. This room has only one door and the equipment gets left right at the entrance. This makes it difficult to reach the area that has lockers and chairs for the athletes. The physical education locker rooms are used by the soccer, track, and tennis teams. The other two locker rooms are located in the athletic complex building. One room is for the football and baseball teams, the other is for freshmen football, wrestling, and softball. This building is close to the school building and the tennis courts, baseball field, football field,

<p>Locker Rooms, Practice and Competitive Facilities Cont'd.</p>		<p>and the practice soccer fields. It is not close to the softball field.</p> <p>There is storage available for the wrestling, softball, baseball, football, volleyball, boys and girls basketball and soccer teams. The storage space is adequate. Storage space for tennis, golf, cross country, track, and swimming was not seen. Two areas of storage were locked and unavailable for viewing.</p> <p>The majority of the facilities were in good condition. The major difference was between the baseball field and the softball field. The school has constructed restroom facilities at the softball field. The size of these prohibits using them as a dressing/locker room area. This building should be expanded to include a dressing/locker room for the softball team. At present the only way to enter the press box at the softball field is by ladder. This is inconsistent with the stairs at the baseball field. This should be addressed as soon as possible.</p> <p>Priority in facility upgrades must be with the softball facility.</p> <p>At the initial visit in 1999 this benefit area was given a deficiency. Due to equity issues this benefit will remain deficient.</p>
<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>The school has an athletic trainer that comes to the school by 2:30 each day and stays until the last athletic function is over. The trainer is paid by a grant through the county hospital. The training room is located in the athletic complex. The room appears furnished with necessary equipment, supplies, and storage.</p> <p>The weight room is located in the athletic complex building. There are approximately 12 stations. It was clean and had some school graphics and signs. The bars were all Olympic weight and there were no light weight dumbbells. There were a few small weight belts. When possible the school should purchase a few lighter weight bars and dumbbells for young female athletes. The weight room schedule should be posted in the weight room.</p> <p>There are two washing machines and two dryers in the football locker area, and one of each in the boys' basketball office. The girls' basketball coach has access to that washer</p>
<p>Medical and</p>		

Training Facilities and Services Cont'd		and dryer. At the first on site visit this benefit was given a deficiency. At this time, it appears the deficiency has been addressed.
Publicity	X	There is one cheerleading squad that supports male and female teams on an equitable basis. The pep band supports male and female teams on an equitable basis. The dance team must change their schedule so they perform at an equal number of girls and boys games. The 2007-2008 Annual Report shows the boys' basketball team and the boys' golf team are the only ones that spend money on publications.
Support Services	X	<p>According to the 2007-2008 Annual Report, form T-36, approximately \$1130 was spent per female athlete and \$583 was spent per male athlete. This difference was due to the expense of building restrooms at the softball field. The 2006-2007 T-36 form shows the school spent approximately \$498 per female athlete and \$511 per male athlete. The 2005-2006 T-36 form shows the school spent approximately \$428 per female athlete and \$493 per male athlete. Any time a school that has a football team shows a difference of more than approximately \$100 spending between male and female athletes, the Gender Equity Committee should monitor the spending for the following year.</p> <p>There are booster groups for most of the teams fielded at Franklin County High School. Seemingly, many of the organizations are very active and are committed to providing substantial resources for the teams they support. It is extremely important that all such booster organizations have signed agreements and that copies of the agreements are on file at the school. Currently booster group funds are not funneled through the school's accounts. The school administration should have prior approval of all spending by booster groups to ensure equity. It is critical that appropriate administrative oversight is exercised on a consistent basis in order to maintain equity.</p> <p>There were three coaches' offices. One for football, boys' basketball, and girls' basketball. When possible, additional office space for</p>

Support Services Cont'd.			other coaches would be an improvement.
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 Corrective Action Plan for 2007-2008 included the following; replacement of football home bleachers, upgrade softball facility to include locker rooms on site, replace baseball facility lights, add two lanes to the track and create field event areas, replace basketball goals to ones that will retract, and renovate basketball locker rooms.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The school has one area with deficiencies and that is Locker Rooms, Practice and Competitive Facilities. The softball field needs dressing/locker rooms, stairs to the press box and the volleyball storage/locker room should be renovated for better access to the locker portion of the room.

7. KHSAA Recommended Action in relation to new deficiencies

Although this is not a deficiency, Franklin County High School should update the Travel and Per Diem Benefit guidelines. A copy of this should be kept in the school's Title IX File, and a copy sent to the KHSAA office by February 1, 2009.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The one reoccurring deficiency is the Locker room, Practice and Competitive Facilities benefit. The deficiency was given in 1999 due to lack of team reports, and lack of locker room information. The deficiency is given in 2008-2009 due to the inequity in benefits to the girls' softball and volleyball players at Franklin County High School. **No later than March 1, 2009, the school is to submit to the KHSAA plans for adding dressing/locker rooms at the softball field, a stairway into the press box at the softball field, and improved access to the volleyball locker room. The plans should include not only how these problems will be addressed but also a timeline for completion of each project.**

*Done
Feb 25-09
Rabohed*

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Karen N. Buzard

District Level Title IX Coordinator: Deborah Wigginton

Name	Title	Telephone
Tracy D. Spickard	A.D. / Head Softball Coach	859-420-2550
James A. Myers	SS Teacher/Head Men's Golf	502-352-0873
Joey Thacker	Head Women's' Basketball	502-227-3050
Andrea Howard	Student Athlete	502-223-1322
Robin Kemper	Parent	502-848-0095
Gregg Johnson	Parent	859-621-0904
Deron McDonald	Head Baseball Coach	502-395-1821
Brad Meyer	Parent	502-545-3046
Barrett Meyer	Student Athlete	502-229-7046
Larry B. Perkins	School Board Member	502-320-1802
Deborah Wigginton	Director Student Services	502-695-6700
Karen N. Buzard	Asst. Principal	502-695-6750
Kate Osterloh	Head Volleyball Coach	502-695-6740
Sharon C. Collett	Principal	502-695-6750
Martha Mullins	KHSAA Auditor	859-299-5472
Reba Woodall	KHSAA Auditor	859-299-5472

10. Comments

It is apparent that school personnel, students, and community support Franklin County High School. Members of the Gender Equity Committee seem engaged in understanding and supporting gender equity. The school was well prepared with written documentation, and support during the on site re-visit. The students are proud to be a part of athletic teams that represents the school. The school and district must address the deficiency in the Locker Room, Practice and Competitive Facilities benefit area.

A quorum was present for the Gender Equity Committee Meeting.

No one from the community attended the Public Forum at 5 p.m.
The KHSAA Audit Team left the school at 5:30 p.m.

Franklin County Schools

Harrie Lynne Buecker, Superintendent



FEB 25 2009

February 23, 2009

Brigid DeVries
KHSAA
2280 Executive Drive
Lexington, KY
40505

Dear Ms. DeVries,

This correspondence is in response to the Title IX revisit conducted on October 30, 2008 at Franklin County High School.

During the revisit, it was determined that FCHS had a reoccurring deficiency in the area of Locker room, Practice and Competitive Facilities benefit. Specifically, the deficiencies apply to the lack of dressing/locker rooms at the softball field, a stairway into the press box at the softball field and improved access to the volleyball locker room. Plans and timelines for correcting these deficiencies are as follows:

- a. **Softball Locker Rooms** – The addition of the locker rooms to the existing restroom facility at the softball field is on the District Facilities Plan and is scheduled for completion by 2011 barring any further budget crisis. This project was scheduled for completion by 2010, but major structural damage, declared an emergency by KDE, to the field house has pushed construction timelines back one year.
- b. **Softball Press Box Access** - The stairway to the softball press box will be included in the scope of construction for the locker rooms and will be completed by 2011 as well.
- c. **Volleyball Locker Room** – All equipment currently stored in the volleyball locker room will be moved to a different location and the locker room will be utilized strictly as a dressing area for volleyball players during volleyball season. This project will be completed prior to the 2009 volleyball season.

916 East Main Street • Frankfort, Kentucky 40601 • (502) 695-6700 • FAX (502) 695-6708

We appreciate the KHSAA's commitment to equity and the insight provided to us by the Title IX audit and revisit. We share in that same commitment and fully intend to carry out all of the recommendations set forth by the audit team.

If you have any further questions or concerns, feel free to call me.

Sincerely,

A handwritten signature in black ink that reads "Charley Preston". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Charley Preston
Assistant Superintendent for District Services

Cc: Sharon Collett
Tracy Spickard

Subject:

Date: Fri, 6 Nov 2009 09:08:16 -0500

From: "Preston, Charley [Asst. Supt. Student Services]"

<Charley.Preston@Franklin.kyschools.us>

To: <mbarren@khsaa.org>

CC: "Collett, Sharon [FCHS]" <Sharon.Collett@Franklin.kyschools.us>,

"Spickard, Tracy" <Tracy.Spickard@Franklin.kyschools.us>

Attachment: Title IX Audit Response.docx

Mr. Barren,

Here is the response to the Title IX audit that you requested.

Charley Preston

Assistant Superintendent for District Services

Franklin County Schools

916 East Main Street

Frankfort, KY 40601

(502)695-6700

February 23, 2009

Brigid DeVries
KHSAA
2280 Executive Drive
Lexington, KY
40505

Dear Ms. DeVries,

This correspondence is in response to the Title IX revisit conducted on October 30, 2008 at Franklin County High School.

During the revisit, it was determined that FCHS had a reoccurring deficiency in the area of Locker room, Practice and Competitive Facilities benefit. Specifically, the deficiencies apply to the lack of dressing/locker rooms at the softball field, a stairway into the press box at the softball field and improved access to the volleyball locker room. Plans and timelines for correcting these deficiencies are as follows:

- a. **Softball Locker Rooms** – The addition of the locker rooms to the existing restroom facility at the softball field is on the District Facilities Plan and is scheduled for completion by 2011 barring any further budget crisis. This project was scheduled for completion by 2010, but major structural damage, declared an emergency by KDE, to the field house has pushed construction timelines back one year.
- b. **Softball Press Box Access** - The stairway to the softball press box will be included in the scope of construction for the locker rooms and will be completed by 2011 as well.
- c. **Volleyball Locker Room** – All equipment currently stored in the volleyball locker room will be moved to a different location and the locker room will be utilized strictly as a dressing area for volleyball players during volleyball season. This project will be completed prior to the 2009 volleyball season.

We appreciate the KHSAA's commitment to equity and the insight provided to us by the Title IX audit and revisit. We share in that same commitment and fully intend to carry out all of the recommendations set forth by the audit team.

If you have any further questions or concerns, feel free to call me.

Sincerely,

Charley Preston
Assistant Superintendent for District Services

Cc: Sharon Collett
Tracy Spickard