



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: **Grant County High School**

Reviewed By: **Martha Mullins**

Date Of Visit: **February 13, 2001**

Telephone Number of Reviewer **(859) 269-3394**

### 1. Completed Required Forms

GE-19      Yes  No

Survey Student Interest Form Yes  No  (substitute)

Summary Forms T-1 Thru T-41    Yes  No

*ATTACHED*

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
	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:
N/A- In the 2000-2001 school year the school has added girls' soccer at the junior varsity level with the intent that the sport will be played at the varsity level in 2001-2002. Competition in girls' slow-pitch softball will begin in 2000-2001 as well. Both sports received a large number of responses on the survey.

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

Yes  No

Comment:
The survey was conducted in grades 8-11 to both boys' and girls' during a homeroom period.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	X		School personnel did not report data on the male responses to the Student Interest Survey.
<b>Equipment and Supplies</b>		X	Practice uniforms were provided to boys' teams in three sports and in only one girls' sport. Volleyball players were not provided a complete game uniform like all other athletes in team sports.
<b>Scheduling of Games and Practice Time</b>	X		School personnel have begun scheduling some girls' basketball games in prime time.
<b>Travel and Per Diem Allowances</b>		X	From the data submitted it appeared only football is provided meal money for AWAY trips, unless post-season travel is involved. Boys' teams reported twice as many overnight trips during regular season play than girls' teams.
<b>Coaching</b>	X		Three boys' teams had single-assignment coaches in comparison to one girls' team. Moreover, arguably the two most popular girls' sports have the person coaching both sports. Coaches of boys' teams have over twice the amount of coaching experience as those of girls' teams. This area needs attention.
<b>Locker Rooms, Practice and Competitive Facilities</b>	X		The boys' locker room is available to all male teams except football. It appeared to be used primarily by the basketball team. However, visiting football teams use the boys' locker room. The girls' locker room serves as a dressing area for all teams. Only football players appear to have assigned lockers. Storage space appeared to be adequate for all male teams. Boys' basketball and football had the most secured equipment storage space. Girls' teams all share storage space. Although the fast-pitch softball field is not as secure as the baseball field, the new field to be built on campus this year will be fenced in and will be more accessible to locker and weight rooms.

			The new slow-pitch softball field on campus will be available for the 2000-2001, playing season.
<b>Medical and Training Facilities and Services</b>	<b>X</b>		The weight room appeared to be equipped with hand weights appropriate for male athletes primarily. There was no visual schedule denoting use posted. The one visual aid observed was a strength regime for football players. A football assistant coach has been designated as a strength coach for all sports. He is available to all coaches.
<b>Publicity</b>	<b>X</b>		Composite schedule cards include all sports. Cheerleaders and the pep band primarily support football and boys' and girls' basketball.
<b>Support Services</b>	<b>X</b>		The offices in the gym reserved for athletic coaches are assigned by season, consistent with the assignment of locker room space. In actuality, the boys' basketball coaches are not sharing the office with other sports' coaches where the girls' basketball and softball coaches do share. The fact that these two coaches work with both sports is helpful, but opportunity for private consultation with players out of season could be hindered.
<b>Athletic Scholarships**</b>			Form T-37 was not filed.
<b>Tutoring**</b>	<b>N/A</b>		
<b>Housing and Dining Facilities and Services **</b>			The data submitted were not sufficiently consistent to assess this factor.
<b>Recruitment of Student Athletes**</b>	<b>N/A</b>		

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

The plan covered three areas of concern as follows:

- The accommodation of interests and abilities of female students. School personnel determined could be satisfied by adding slow-pitch softball and Junior Varsity Soccer to its sports programs in 2000-2001.
- Practice and competitive facilities. This concern resulted in the school adding new football fields, modifying a baseball field for slow-pitch softball, and planning construction of an on-campus fast-pitch softball facility to be completed by the 2001-2002 school year. (This portion of the action plan was modified after its original submission.
- Coaching assignments, which led the school to eliminate an assistant coach position in boys' basketball and a junior varsity position in baseball. The objective was to equalize the number of coaches in those sports in relation to the number of coaches in comparable girls' sports.

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

In order to finalize an overall assessment, more complete information on budgets and expenditures is required from school personnel. In general, male athletes seem to be receiving an edge in benefits due in part to the sheer numbers involved in the two sports of football and basketball, i.e. in cheerleading attention, pep band performances, dedicated storage space, and weight room equipment. The impact of having double assignments for girls' basketball and softball coaching positions, half as many overnight trips for girls' teams, no clear school policies on providing pre and post-game meals or snacks and uniforms, are cumulative factors compounding the imbalance

**7. Facility Recommendations or Concerns**

Every effort should be made to assure that the modifications made to the field for slow-pitch softball conform to regulation and are traditional to that sport.

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:

Attached

**(Selection of Cheerleaders)** On or before **April 15, 2001**, 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 Contests/Girls' Basketball)** On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2000/2001 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.

**(Budget and Expenditures)** On or before **April 15, 2001**, the school shall submit Form T-35-36 for the 1999-2000 school year to the KHSAA office.

**(Equipment and Supplies)** On or before **April 15, 2001**, the school is requested to provide the KHSAA office with guidelines it has developed for the provision of game and practice uniforms.

**(Travel and Per Diem/ Housing and Dining)** On or before **April 15,2001** the school is requested to submit to the KHSAA office the general policies to be put in place for the provision of housing and food service to all athletes for both HOME and AWAY competitions, including post-season play.

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator: Larry Bell, Grant Co. High School  
715 Warsaw RD. Dry Ridge KY. (859) 824-9739**

**District Level Title IX Coordinator: Phyllis Case, Grant Co. High School  
Dry Ridge KY. 41035, (859) 824-3323**

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
<b>Gary W. Lawson</b>	<b>KHSAA Auditor</b>	<b>502-875-3817</b>
<b>Matthew A. Morgan</b>	<b>Assistant Principal-GCMS</b>	<b>859-824-6409</b>
<b>Larry Bell</b>	<b>Grant Co. High School-Title IX Coordinator</b>	<b>859-824-9739</b>
<b>Don Martin</b>	<b>Deputy Superintendent</b>	<b>859-824-3323</b>
<b>Phyllis Case</b>	<b>District Title IX Coordinator Director of Special Programs</b>	<b>859-824-3323</b>
<b>Lenny Whalen</b>	<b>Teacher/Junior Varsity Basketball Coach/ Varsity Girls Slow Pitch Softball</b>	<b>859-824-9739</b>
<b>Dugan Schlueter</b>	<b>Male Student</b>	<b>859-824-5179</b>
<b>Megan Hearn</b>	<b>Girls Basketball Coach/Girls Fast-Pitch Assistant</b>	<b>502-484-5685</b>
<b>Joyce Doyle</b>	<b>Principal-Grant Co. High School</b>	<b>859-824-9739</b>
<b>James F. Simpson</b>	<b>Superintendent of Grant Co, Schools</b>	<b>859-824-3323</b>
<b>Billie Cahill</b>	<b>Board Member –Grant Co. High School</b>	<b>859-428-1207</b>
<b>Melissa Clemons</b>	<b>Female Student</b>	<b>859-824-5230</b>
<b>Martha Mullins</b>	<b>KHSAA Auditor</b>	<b>859-269-3394</b>

**10. Comments**

It was suggested to the Gender Equity Review Committee to challenge the pep leaders in the school, to come up with ideas to provide spirit activities for more girls' sports in keeping with the competitive traditions of the sport(s) selected. It was also suggested that school personnel find ways to motivate more girls to participate in sports through exhibitions, special events, etc. However, in order to compensate for the lack of experience of some coaches employed in girls' sports and for the double assignment coaches, it was recommended that in addition to recruiting more experienced coaches as openings occur, that the school provide multiple in-service opportunities for these coaches. It was recommended that all of these efforts be documented and placed in the school's Title IX file.

The public comment session began at 6:10 PM and ended at 6:40 PM. Attending were the school's principal, the athletics director, a student representative, a Board of Education member from the Gender Equity Review Committee, a cheerleader sponsor, and the president of the boys' basketball booster organization. After general comments from the KHSAA audit team some questions were raised concerning cheerleading as a sport and travel opportunities provided by booster organizations for one gender but not the other.

FOR SCHOOL YEAR 1999-2000  
 BUDGET FIGURES FOR SCHOOL ACCOUNTS ONLY  
 BUDGET FIGURES FOR SCHOOL PLUS BOOSTER ACCOUNTS  
 EXPENSES ARE TOTALS OF SCHOOL PLUS BOOSTER ACCOUNTS

BUDGETS - PROGRAM COMPARISON CHART I

Teams	equipment and supplies		travel		awards		coaches' salaries		facilities improvements		publications (if sport-specific)	
	B*	E	B	E	B	E	B	E	B	E	B	E
G basketball												
B basketball	1500	6929			500	279		8041				880
G softball												
B softball	5000	6987		4775	1000	459		8041				880
G FAST PITCH	1500	3657			500	265		2585				
B baseball												
G cross country	2500	3114			500	-0-		2585				
B cross country	750	965			250	114		850				
G golf												
B golf	750	965			250	114		850				
G soccer												
B soccer	700	304			200	-0-		2421				
G swimming												
B swimming	700	304			200	-0-		2421				
G soccer												
B soccer	1200	4226			400	325		3721				
G swimming												
B swimming												

ALL TRAVEL ON SCHOOL BUS  
 AT SCHOOL BOARD EXPENSES  
 AT SCHOOL TWO ENTRIES

Signature: Gary Bell

Date: 3-22-2001





ATHLETIC SCHOLARSHIPS - SUMMARY PROGRAM CHART\*\*

Program	Dollar Amount Awarded for Athletic Ability	Percentage of Total Dollars Awarded	Number of Participants (single count)	Percent of Total Participation
GIRLS	250	19 %	94	36 %
BOYS	1050	81 %	166	64 %
Totals	1300	100 %	260	100 %

\*\* If applicable to program.

Signature: \_\_\_\_\_

*Larry Bell*

Date: \_\_\_\_\_

*3-22-2001*

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Signature: \_\_\_\_\_

*Larry Bell*

Date: \_\_\_\_\_

*3-22-2001*