



TITLE IX FINAL AUDIT REPORT

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

School: **Greenup County**

Reviewed By: **Fran Edwards**

Date Of Visit: **December 3, 2002**

Telephone Number of Reviewer: **(859) 277-0746**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Thru 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
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: For the 2001-2002 school year, the result of the calculation suggests that the History and Practice of Program Expansion is an area of compliance. The total number of female participants added in the past five years is 51. This number, 51, as a percentage of the total number of female participants, 194, is approximately 26%. Twenty-six percent is above the 25% target for compliance.

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: It appears that opportunities in the areas of student interest are being provided for students at Greenup County High School. Currently there is a total of nine varsity and four junior varsity teams offered for female participants.

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

Yes No

Comment: Students at Greenup County High School are surveyed to ascertain their interest in

athletic activities. For the 2001-2002 school year, students in grades nine, ten and eleven responded to the survey during their homeroom period..

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The accommodation of interests and abilities is rated as satisfactory. As noted previously, a total of thirteen teams are offered for a female enrollment of 440.
Equipment and Supplies	X		The Gender Equity Review Committee has initiated efforts to develop a written policy for the purchase of uniforms. Consideration is being given to a three-year rotation. The committee, however, should also incorporate written guidelines to encompass the purchase of warm-ups, travel bags, shoes and practice uniforms. During the audit team's visit, disparities were noted with regard to the out fitting of teams and it is suggested that a well written policy will address this issue.
Scheduling of Games and Practice Time	X		An early/late rotation, generally weekly, is in effect for girls' basketball and boys' basketball season. For the soccer teams, the field is split for practices eliminating the need for an early/late rotation. For the 2002-2003 basketball season three prime time games are included in the girls' fourteen home game schedule. School personnel are encouraged to increase the number of prime time games in the coming seasons. It is suggested that fifty percent of home games should be held during prime time.
Travel and Per Diem Allowances	X		A policy for transporting student athletes is on the school board's agenda for December 2002. The Gender Equity Review Committee should develop a written policy to cover meal allotments for participants.
Coaching	X		A copy of the board approved salary schedule for the various coaching positions is to be maintained in the Title IX documents. During the past five years the trend has been to hire paraprofessionals for coaching positions. Currently, only the football and boys'

		basketball coaches are on campus.
Locker Rooms, Practice and Competitive Facilities	<p style="text-align: center;">X</p>	<p>The soccer field, which is located on campus, was first available for practice and competition this past season. As of this date, there are no lights or scoreboard but portable bleachers were available for fans. The Corrective Action Plan submitted with the 2001-2002 report includes the suggested changes of installation of lights and bleachers to be added 2003-2004. The baseball complex is well appointed and has concrete dugouts, lights, score board, press box/concession stand and batting cage. Restrooms are located nearby in the field house. The softball field is in sight of the main school building and is situated next to the district offices. The field is approximately four years old but the lights and press box have not been added. According to the most recent Corrective Action Plan, lights were to be installed Spring of 2001-2002. A copy of an Invitation to Bid for lights to be received by December 16, 2002 was given to audit team members. There are concrete dugouts for home and visitors. The principal indicated that a small dressing area was included in the home dugout. Provisions for restrooms should be made. The field house, which is approximately twelve years old, houses a weight room, locker room for football, baseball, and boys' track, coaches' office, laundry room and storage for football. The tennis teams play at the Ashland Tennis Center, about twenty-five miles from campus. The 2001-2002 Corrective Action Plan calls for the construction of on-campus tennis courts but as yet there is no written plan to accomplish this addition. The track is in poor condition. An effort to upgrade this facility was undertaken; however, progress was halted when it was discovered that the ground beneath the track was not suitable. At this time, consideration is being given to constructing a track around the soccer field. Arrangements need to be made for the track teams for the upcoming season. The gymnasium was renovated in 1990-91 and is in good condition. It is suggested that the Gender Equity Review Committee develop a written policy for the display of banners and awards in the gymnasium and trophy cases. The volleyball team has competed for two years and ports for standards are installed in the gymnasium floor. Both the boys' and girls' basketball locker rooms were upgraded for this season. The locker rooms are comparable in size; however, sixteen new open-wood lockers were added to the boys' locker room and only ten were installed for</p>

			<p>the girls' locker room. Carpet was laid in the boys' locker room and the principal stated the girls coach preferred not to have carpet. The boys' soccer team dresses in the boys' physical education locker room. The volleyball and girls' soccer participants have access to the girls' physical education locker room.</p> <p>Overall, the locker rooms, practice and competitive facilities are rated as satisfactory. Comments made during the audit team's visit suggest that school personnel are well aware that there are a number of needed improvements. Other than additions to the softball field, upgrades involving the soccer, track and tennis facilities would benefit both male and female athletes.</p>
Medical and Training Facilities and Services	X		<p>Two weight rooms are available for athletes at Greenup County High School, one in the gymnasium and the other in the field house. It is recommended that schedules for both weight rooms be posted. A trainer, whose position is paid for by the board, attends home and away events. Additionally, the trainer teaches two classes for student trainers, who assist during practices and games.</p>
Publicity		X	<p>A media guide is published for the girls' and boys' basketball teams. It is suggested that seasonal schedule cards be printed for fall and spring sports. There are two cheerleading squads. The boys' varsity, which is also the competitive squad, cheers at football and boys' basketball games. The girls' varsity squad supports girls' basketball. Also, the pep band and dance group perform at boys' games and not the girls' games. The current assignment of the two cheerleading squads, pep band, and dance group is a clear inequity and must be rectified to achieve parity. A written plan to address this issue is to be submitted to KHSAA offices by February 14, 2003.</p>
Support Services		X	<p>Based on information provided during the audit team's visit, the school board provides money for the coaches' salaries and major facility improvements. All other funds are acquired through gate receipts, individual team fund raising events and booster support. Although booster groups must get approval for fund raising activities, there appears to be a lack of administrative oversight for expenditures. It is imperative that decisions regarding the allocation of funds are made in light of the total athletic program. To achieve this goal, policies/procedures must be</p>

			developed and implemented that insure appropriate administrative involvement. A plan that delineates the steps to be taken that will result in the formation of policies/procedures designed to promote equity in expenditures for male and female teams is to be submitted to KHSAA offices by February 14, 2003.
Athletic Scholarships**	N/A		
Tutoring**	X		The Extended School Services Program is available for student athletes.
Housing and Dining Facilities and Services **	N/A		
Recruitment of Student Athletes**	N/A		

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

The Corrective Action Plan included with the 2001-2002 report listed suggested changes in the areas of: enhancing sports opportunities for girls, increasing publicity and improving athletic fields and facilities. The identified changes are appropriate. However, it is noted that the timetable for upgrading the facilities has not been met; improvements to softball field, track and tennis courts have not been (or will not be) completed by the target dates.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

As noted earlier, deficiencies related to (1) the assignment of support groups including the cheerleaders, pep band and dance group and (2) administrative supervision of expenditures for the athletic teams exist.

7. Facility Recommendations or Concerns

The softball facility should be upgraded to be comparable with the baseball complex. The school has issued an Invitation to Bid for lights and installation should occur in time for the 2003 season. Also, it is recommended that future plans include provisions for a press box/concession stand and restrooms.

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

x School shall submit the following additional information:

By February 14, 2003 the following information is to be received in KHSAA offices:

- (1) A plan that equitably assigns the two cheerleading squads, pep band and dance group to the male and female teams.**
- (2) A plan that delineates the steps to be taken that will result in the formation of policies/procedures designed to promote equity in expenditures for male and female teams.**

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Randall Peffer

District Level Title IX Coordinator: Michael Raby

Name	Title	Telephone
Fran Edwards	KHSAA	(859) 277-0746
Gary Lawson	KHSAA	(502) 875-3817
Michael Raby	DPP	(606) 473-9848
Randall Peffer	Principal	(606) 473-5344
John Younce	District Supervisor	(606) 473-5830
Gaila Brown	Girls Soccer Coach	(606) 932-6421
Jake Leibee	Golf Coach	(606) 325-0266
Steve Carpenter	Baseball	(606) 776-2041
Rhonda Nunley	Cross Country/Track	(606) 932-9536
Paul Miller	Boys Soccer Coach	(606) 473-1985
T. J. Maynard	Football	(606) 833-9014
Nancy Nunley	Girls Asst. Volleyball Coach	(606) 932-4414

Katie Bechtel	Girls Basketball Coach	(606) 473-3386

10. Comments

The Gender Equity Review Committee has convened one time this year and it is suggested that a meeting to review winter sports be promptly scheduled. The efforts of the committee would be enhanced with the addition of student representatives. As well as reviewing winter sports, it is recommended that the committee formulate policies for the following: uniform purchases including shoes, warm-ups, travel bags and practice uniforms, meal allotments, display of honors, awards in the gymnasium and trophy cases.

Greenup County High School is to be commended for their efforts in providing opportunities for athletic participants. At this time, there is a broad range of offerings; a total of thirteen teams for female participants. It is apparent that progress has been achieved in the past five years.

After reviewing the benefits for athletes, the audit team members noted both satisfactory and unsatisfactory components of the interscholastic program. The training services are exemplary and the development of the student trainers' program is particularly notable. The locker rooms, practice and competitive facilities are overall adequate. However, the softball field must be brought to parity with the baseball complex. Although it is not an equity issue, the construction of a track, tennis courts, and upgrades for the soccer facility should be undertaken. Deficiencies were identified relative to the benefits of publicity and support services. It is expected that appropriate plans of action to address these issues will be received by KHSAA by February 14, 2003.

The schedule of the audit team's visit included a tour of the facilities and a meeting with school personnel. This is not sufficient time to engender a complete grasp of all aspects impacting the interscholastic program. Consequently, one's perception may not be accurate. Nevertheless, it does seem evident that the overall conduct of the athletic program would be strengthened by improved communication and coordination. At this time the school system does not employ an athletic director. The principal and assistant principal, both of whom are new to their jobs, share responsibility for athletics. Perhaps, consideration should be given to developing a more structured approach to carrying out the many duties associated with maintaining an exceptional athletic program.