



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

(For schools re-visited during the 2012-2013 school year)

School: Greenup County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: October 18, 2012
 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)

| | | |
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| | 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 and reports submitted for the years 2010-2012, it appears that Greenup County High School does not meet the standard of 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 data and reports submitted for the years 2010-2012, it appears that Greenup County High School does not meet 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 data and reports submitted for the years 2010-2012, it appears that Greenup County High School has met the standard of Test 3 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 submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed 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 | | <p>According to the data submitted on the 2012 Student Interest Survey, students in grades 8 thru 11 were surveyed with a return rate of 81%. There are currently 14 sport opportunities for females and 15 for males; eight (8) varsity sports for females and eight (8) for males. In order for Greenup County High School to continue and meet this standard, documentation must be collected to determine 'real' interest in the sports of swimming, bowling, fishing, and archery. This documentation should be made part of the permanent Title IX file under the heading of Gender Equity Review Committee minutes.</p> <p>(see recommendation a.)</p> |
| Equipment and Supplies | | x | <p>There was written evidence of a four-year uniform rotation plan that appeared to be equitable for all sports. There were no uniforms available to view so determination of quality and quantity could not be ascertained.</p> <p>(see item # 7.)</p> <p>Review of a two-year spending cycle showed that approximately \$153.00 was spent per female athlete and \$401.00 per male athlete.</p> |
| Scheduling of Games and Practice Time | x | | <p>Equitable, written plans were presented regarding the scheduling of games and practice times. Written evidence was presented and posted at the gymnasium site.</p> <p>(see recommendation b.)</p> |

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| Travel and Per Diem Allowances | | x | <p>There was no written evidence of a travel and/or per diem guideline. Interviews with students and coaches indicated transport to events by use of school owned vehicles.</p> <p>(see item # 7.)</p> <p>Review of a two-year spending cycle showed that approximately \$178.00 was spent per female athlete and \$299.00 per male athlete.</p> |
| Coaching | x | | <p>There was written evidence of a board approved pay schedule of coaching positions that showed equivalence and parity for all sports. It appears that approximately 75% of head coaches for female sports are off-campus as compared to 50% of the head coaches for males. The current ratio access of coach to athlete is 10:1 for females and 10:1 for males. Interviews with coaches indicated that the reported Coaching data (form T-35, 36) on the 2011-2012 Annual Report appeared to be inaccurate.</p> <p>(see recommendation c.)</p> |
| Locker Rooms, Practice and Competitive Facilities | x | | <p>Since the previous audit of 2005, numerous upgrades have occurred to the athletic facilities. The addition of four (4) tennis courts on campus, and the construction of a soccer press box that also includes dressing areas for the boys and girls teams, as well as a concession stand and restrooms. The softball facility has added a press box with a team dressing area along with a concession stand and restrooms. There has also been the addition of an indoor softball hitting facility located at the softball field area. It appears that the like sports of baseball and softball have similar amenities but the quality of those may give a slight aesthetic advantage to the boys. since there is a locker room attached to dugout, brick area back stop, and artificial turf</p> |

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| | | | <p>around the home plate and coaches' box areas.</p> <p>During the visit, several locker room areas were viewed, but there was no written evidence of locker room assignment for all sponsored teams.</p> <p>(see recommendation d.)</p> |
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| Medical and Training Facilities and Services | x | | <p>There are two (2) designated weight room areas. One is located in an adjacent facility to the high school and the other is located in an upstairs area in the gymnasium. Interviews with students and coaches indicate use of the weight room but there was no written evidence of a schedule showing equitable use and access.</p> <p>(see recommendation e.)</p> <p>There are currently no Athletic Trainer services and athletic physicals are the responsibility of each athlete.</p> |
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| Publicity | x | | <p>Interviews with students and coaches indicated various forms of student recognition; senior night, end of season banquets, and banners. There was evidence of banner display but there was no written evidence or guideline for recognition.</p> <p>(see recommendation f.)</p> <p>Interviews with administrators indicated that all support groups are assigned equitably and with administrative oversight. There is currently one cheerleading squad that cheers at all football and girls and boys basketball games.</p> <p>Review of two-year spending cycle fell within the acceptable parameters for this category.</p> |
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| Support Services | | x | <p>There was written evidence of booster club agreements that provided for administrative approval and oversight for fundraisers. There was no written evidence for the approval or administrative oversight regarding expenditures made by booster clubs. A review of overall spending patterns, in the area of benefits, shows that spending falls significantly outside the acceptable parameters both on a percentage and per athlete basis. A two (2) year review shows that approximately 29% of total dollars are spent on females while they make up 43% of the participation numbers. The recommended acceptable variance between percentage of dollars spent and percent of participation is approximately 5%.</p> <p>(see item # 7.)</p> <p>There was evidence of storage availability for all teams.</p> <p>(see recommendation g.)</p> |
| Athletic Scholarships | | | N/A |
| Tutoring | | | N/A |
| Housing and Dining Facilities and Services | | | N/A |
| Recruitment of | | | N/A |

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

- Participation
- Purchasing of equipment and supplies by boosters
- Validate student interest in sports of swimming, bowling, bass fishing, archery
- Softball facility upgrades
- Girls basketball locker room upgrades
- Booster Club spending
- Provide training for booster clubs on Title IX

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were three (3) observed deficiencies during the visit at Greenup County High School. These deficiencies are in the benefit areas of Equipment & Supplies, Travel / Per Diem, and Support Services.

7. KHSAA Recommended Action in relation to new deficiencies

Equipment and Supplies – Please submit to the KHSAA, no later than January 15, 2013, the following criteria for all available uniforms; total number of uniform sets (top/bottom), number of home uniforms, number of away uniforms, brand name of uniform, date of last purchase for each uniform, and lettering style (stitch / heat press) for each uniform.

Travel / Per Diem – Please submit to the KHSAA, no later than January 15, 2013, a guideline for the provision of travel and per diem (housing, food) that will insure equity for all teams.

Support Services – Please submit to the KHSAA, no later than January 15, 2013, a plan for improvement to bring benefit area spending within acceptable parameters.

The following are not deficiencies but recommendations that need to be addressed:

- a. Please submit to the KHSAA, no later than January 15, 2013, documentation regarding the pursuance of interest in girls swimming, bowling, fishing, and archery. Documentation should include the item agenda, date of meeting(s), and sign-in sheet verifying interest.
- b. Upon receipt of this report, the most current competition schedule of all sponsored teams should be placed in the permanent Title IX file.
- c. Please submit to the KHSAA, no later than January 15, 2013, a corrected and accurate copy regarding the total number of coaches, total levels of play, and total coaching salary for each sport.
- d. Please submit to the KHSAA, no later than January 15, 2013, equitable locker room assignment that gives access to all sponsored teams.
- e. Please submit to the KHSAA, no later than January 15, 2013, a weight room usage schedule for both weight rooms that shows equitable access for females.

- f. Please submit to the KHSAA, no later than January 15, 2013, an awards guideline that should include, but not be limited to, the provision for team recognition, banquets, earned awards, and banner display that would insure equity for all sports.
- g. Please submit to the KHSAA, no later than January 15, 2013, a listing of storage space assignment available and accessible for all sponsored teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jerry Allen, Athletic Director

District Level Title IX Coordinator:

| Name | Title | Telephone |
|----------------|-------------------|--------------|
| Jerry Allen | Athletic Director | 606-473-9812 |
| Jason Smith | Principal | 606-473-9812 |
| Gary Lawson | KHSAA | 859-299-5472 |
| Kathy Johnston | KHSAA | 859-494-2509 |
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10. Comments

The Gender Equity Review Committee needs to establish a permanent Title IX file for Greenup County High School. There appeared to be evidence of a 'draft' copy of an athletic handbook that addressed many of the guidelines for the benefit areas, however, there was no evidence of finality in regards to a finished document. There was no evidence of committee minutes for the past two years. The Gender Equity Review Committee is to have a minimum of three (3) meetings a year with agendas, attendance sign-in sheets, and any action taken as part of the record and included as part of the permanent file. The permanent Title IX file should be kept in the Principal's office, as well as a copy in the Title IX Coordinator's office.