

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

(For schools re-visited during the 2006-2007 school year)

School: **Harrison County**
 Prepared By: **Gary W. Lawson**
 Date of Re-Visit: **November 9, 2006**
 Telephone Number of Reviewer: **(502) 875-3817**
 Reviewed By: **Larry Boucher**

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
X	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 data submitted by the school, it has met the standard established in Test #1 for provision of athletic opportunities during two of the past three school years (2004-2005 and 2005-2006).

- 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 data submitted by the school, it has met the standard established in Test #2 for provision of athletic opportunities during two of the past three school years (2003-2004 and 2004-2005).

- 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 information and responses submitted by the school, it is currently meeting the standard established in Test #3 for provision of athletic benefits. These responses on the T-3 form appear to be supported by the school's most recent student survey.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: Based on data submitted and interviews with students as well as school officials, the student survey was appropriately administered. According to Title IX records, the school received a 94% return rate on its most recent survey.

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 school's calculations, it has met the standard established in Test #1 for provision of athletic opportunities during two of the past three school years (2004-2005 and 2005-2006). Primarily due to the addition of a volleyball program at the freshman, junior varsity, and varsity levels, the school appears to have met the standard established in Test #2 during two of the past three years (2003-2004 and 2004-2005). The school also appears to be meeting the standard established in Test #3. All sanctioned KHSAA sports for girls are offered at the varsity level, and the same number of junior varsity and freshman teams are offered for boys and girls. School officials are to be commended for offering a broad spectrum of opportunities in athletics for all students. KHSAA officials reviewed the school's Title IX file. The file contained a student travel policy, an athletic recognition policy, a mission statement, game schedules, agendas for GERC meetings, minutes for most GERC meetings, a facility usage schedule, coaching salary schedules, a written designation of locker and athletic storage space, board policies relating to Title IX, booster club agreements, a student athletic handbook, and an athletic trainer agreement. The file was in excellent condition and covered most issues relating to Title IX and athletics. School officials were commended for the development and maintenance of the Title IX file.</p>
Equipment and Supplies	X		<p>The November 3, 1999 school visit report showed parity in this area. The athletic uniforms seen by KHSAA officials during the most recent visit appeared to be of high quality and equitable. According to school administrators, they are in the process of implementing a uniform review and/or replacement plan. (See KHSAA Recommended</p>

			<p>Action.) According to the school's 2005-2006 annual report submitted to KHSAA, it is currently spending approximately \$44 per female athlete compared to \$73 per male athlete for equipment and supplies. This is a <u>significant difference and should be monitored by school administrators in the future.</u> School officials have done an excellent job of increasing storage space for athletic equipment.</p>
Scheduling of Games and Practice Time	X		<p>Prime time playing opportunities for girls were discussed. A review of the school's 2005-2006 basketball schedules revealed that the girls basketball team played 33% (4/12) of their home games on prime time dates. They were given credit for meeting the KHSAA mandate because the boys team also played only 33% of their games on prime dates. A review of the school's 2006-2007 schedules indicate that 63% (5/8) of their girls home games are to be played on prime dates, and all of the prime date games are scheduled during the prime time slot. School officials were encouraged to schedule a consistent 40% of their home girls games on prime dates and to follow KHSAA requirement for "prime time."</p>
Travel and Per Diem Allowances	X		<p>The school does have a written policy related to student athletic travel. The school's re-visit form indicates that it is currently spending \$38 per female athlete as compared to \$67 per male athlete for travel and per diem. Spending in this area should be closely monitored by school administrators as well as the GERC.</p>
Coaching	X		<p>Coaching salaries for "like" sports appeared to be equitable. The failure of the school to submit the extended days pay for coaches on its submittals to KHSAA made it difficult to totally evaluate this area. (<u>See Support Services and KHSAA Recommended Action.</u>) According to the school's re-visit form, 55% (5/9) of the girls coaches are off-campus employees compared to 40% (4/10) of the boys coaches.</p>

Locker Rooms, Practice and Competitive Facilities	X	<p>The November 3, 1999 school report requested that the school officials find added storage space for girls basketball. That request has been met by adding large amounts of storage space for girls basketball and also several other sports. All shared facilities (playing and practice fields, and locker rooms) appear to be shared equitably. All athletic playing areas appeared to be very well maintained.</p>
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Medical and Training Facilities and Services	X		<p>The school provides an athletic trainer to all athletes at the school through an agreement with the University of Kentucky. An area of concern was the use of the school's weight room facility. Although the school had a written and posted weight room usage schedule, interviews with student athletes and school administrators indicated that there was very little actual usage of the facility by female athletes. The facility did have female friendly equipment. The weight room is currently housed in the football dressing room and this appeared to be what discouraged female usage. The school does have a plan to construct a new weight room as part of a larger construction project. The new room would have a different location and would not be part of the football dressing room. (See KHSAA Recommended Action.)</p>
Publicity	X		<p>According to interviews and discussions during the school visit, the information submitted by the school on the T-73 form is incorrect. (See KHSAA Recommended Action.) The school currently has <u>one</u> cheerleading squad which cheers at all home games for football, girls basketball, and boys basketball, and at a selected number of away games within a certain radius of the school. School officials were reminded that the "certain" number of games should be equal for boys and girls. The squad also cheers at all playoff, district, regional, and state tournament games.</p>
Support Services	X		<p>The school currently has an active booster club for each sport. The school has a written agreement with all booster clubs. There are currently three coaches who do not have the benefit of a coaching office. Two of those are coaches of girls teams. School officials were alerted to the fact that when space became available, the next office should go to a coach of a girls team. In the area of total athletic support, the school's spending appears to show</p>

			parity (\$466 per male athlete compared to \$433 per female athlete). This area was difficult to fully evaluate because of the school's failure to submit expenditures for extended days on coaches' salaries. (See KHSAA Recommended Action.) The Corrective Action Plan does not identify the "facility improvements" related to girls sports for which large amounts of funds were spent. During the school re-visit, administrators were not sure what the figures represented. (See KHSAA Recommended Action.)
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 most recent Corrective Action Plan called for new sod and brick dust on the girls softball field, a new watering system to be installed at the girls softball field, and the scheduling of more prime time playing opportunities for the girls basketball team.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No observed deficiencies were designated as a result of the most recent school visit.

There is a need for the school to address the situation at the school's weight room as it relates to equity. (See KHSAA Recommended Action.)

There is a need for the school to address the provision of equitable office space for coaches.

There is a need for the school to submit accurate data to KHSAA regarding spending for athletic benefits and publicity. (See KHSAA Recommended Action.)

There is a need for the school to complete the implementation of their uniform review and/or replacement plan. (See KHSAA Recommended Action.)

7. **KHSAA Recommended Action in relation to new deficiencies**

No new deficiencies were designated by the most recent school visit. There were a few areas of concern listed in the body of this report. These areas are to be addressed by submitting the following to KHSAA.

EQUIPMENT and SUPPLIES—On or before February 20, 2007, the school is to submit a copy of the approved uniform review and/or replacement plan.

MEDICAL and TRAINING FACILITIES and SERVICES—On or before February 20, 2007, the school is to submit their written plan for the construction of a new school weight training room. This plan should include a projected completion date and the location of the new facility.

PUBLICITY—On or before February 20, 2007, the school is to submit a T-73 form describing its current situation as it relates to selection and assignment of cheerleaders.

SUPPORT SERVICES—On or before February 20, 2007, the school is to submit completed T-35 and T-36 forms for the 2005-2006 school year which gives the total expenditures for coaches' salaries including extended days and accurate figures relating to facilities improvements.

8. **KHSAA Recommended Action**

In relation to re-occurring deficiencies, the KHSAA recommends the following actions:

No deficiencies were designated at the time of the original visit (November 3, 1999).

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mac Whitaker
320 Webster Ave.
Cynthiana, KY 41031
(859) 239-7108

District Level Title IX Coordinator: Same As Above

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Mac Whitaker	Teacher/Ath.Dir./Coach	(859) 234-4006
Amy Casey	Principal	(859) 707-0435
Joshua Powers	Faculty	(859) 234-8669
Christine Garnett	Teacher/Coach	(859) 234-8287
Jessi Jett	Student/ Athlete	(859) 234-2891
Dustin Lewis	Student /Athlete	(859) 234-9887
Jackie Faulkner	Parent	(859) 234-2499
Jennifer Hatfield	Teacher/Coach	(859) 234-1781
Lee Kendall	Teacher/Coach	(859) 234-3781
Erica Puckett	Student/Athlete	(859) 234-0841
Melanie Fenton	Teacher	(859) 235-0292
Laura Stephens	Teacher/Parent	(859) 235-0773
Phyllis Catlett	KHSAA	(859) 299-5472

10. Comments

- Two people from the community attended the public comments session. The session was adjourned at 5:25 p.m.
- After the public comments session, KHSAA officials had a short meeting with the Superintendent of Harrison County Schools and the chairperson of the Harrison County Board of Education to review the Title IX visit. The meeting was adjourned at 5:55 p.m.

Harrison County Athletics

320 Webster Avenue, Cynthiana, Ky. 41031

January 10, 2007

To: Mr. Gary Lawson

From: Mac Whitaker

Re: Corrected Title 1X Re-visit report

Enclosed please find the corrected copies of the KHSAA Title 1X Re-visit Audit Report. Should you have any further question or comments please call me at 859-234-7108

Thank you



Mac Whitaker, Athletic Director
Harrison County High School

Athletic Director: Mac Whitaker
859-234-7108 859-234-7820

Harrison County Athletics

320 Webster Avenue, Cynthiana, Ky. 41031

January 8, 2007

To: Gary Lawson – Title 1X Re-Visit

From: Mac Whitaker- Athletic Director

Re: 2006-2007 School Year Title 1X Re-Visit Report

Facility Improvements: The \$19,000 figure is correct. This included new practice courts in gymnasium with the expense of all new lines, logo's, painting, lettering , sanding , waxing, etc.

Also including the relocation of sideways basketball goals to fit Volleyball practice court and sideways basketball courts. This job was done by the Cincinnati Flooring Company and Harrison Machine Shop. We also added giant fans to sit on floor for volleyball.

Copies of invoices can be obtained from the Harrison County Board office if needed.

Mac Whitaker, Athletic Director
Harrison County High School



Cc: Larry Boucher, KHSAA

Athletic Director:
859-234-7108

Mac Whitaker
859-234-7820

**2005-2006
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount needed)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	0	0	200	0	100	0	4,300	0	1,000	0	200	0
B track	0	0	200	0	100	0	4,300	0	1,000	0	200	0
G tennis	200	0	200	0	100	0	1,600	0	150	0	100	0
B tennis	200	0	200	0	100	0	1,600	0	150	0	100	0
G volleyball	700	0	2,000	0	200	0	7,400	0	19,000	0	200	0
B wrestling	600	300	3,200	0	200	0	6,100	0	0	0	200	0
G (list sport)												
B football	12,000	2,700	6,600	0	800	0	35,000	0	500	0	300	0
G (list sport)												
B (list sport)												

1. Total expenditures on T-35 and T-36 on the 2005-2006 year report due by April 15, 2006, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2004-2005 ending June 30, 2005.

2. Booster Club Funding/Contributions must be included in the expenditures total.

Indicate percentage of total expenditures for each gender:

Gender	Expenditures	Percentage
Boys	\$163,850.00	57%
Girls	\$123,250.00	43%
Total:	\$287,100.00	100%

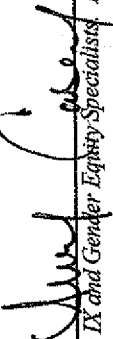
Principal's Signature: *Amel Case* Date: 1/10/07

**2005-2006
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; <i>dollar amount needed</i>)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G basketball	4,800	500	1,700	2,600	300	0	21,600	0	6,000	0	200	1,000
B basketball	4,200	1,400	1,900	2,600	500	0	21,300	0	6,000	0	200	1,000
G softball	900	2,000	700	0	200	0	12,700	0	10,000	0	200	300
B baseball	1,000	3,000	2,000	0	200	0	12,700	0	10,000	0	200	300
G cross country	100	0	700	0	400	0	2,100	0	500	0	100	0
B cross country	100	0	700	0	400	0	2,100	0	500	0	100	0
G golf	300	0	500	0	100	0	1,600	0	0	0	100	0
B golf	300	0	800	0	100	0	1,600	0	0	0	100	0
G soccer	2000	1,200	1,300	0	300	0	6,100	0	1,500	0	200	0
B soccer	0	1,000	2,000	0	300	0	6,100	0	1,500	0	200	0
G swimming	0	0	0	0	0	0	800	0	0	0	0	0
B swimming	0	0	0	0	0	0	800	0	0	0	0	0

1. Total expenditures on T-35 and T-36 on the 2005-2006 year report due by April 15, 2006, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2004-2005 ending June 30, 2005.

2. Booster Club Funding/Contributions must be included in the expenditures total.

Principal's Signature:  Date: 1/10/07



**KHSAA TITLE IX RE-VISIT
BENEFITS – PUBLICITY
2005-2006 SCHOOL YEAR**

KHSAA
Form T73
Rev. 8/05

School Harrison County

SUPPORT GROUPS

DIRECTIONS – Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2005-2006 school year?

One (1)

2. What is (are) the name(s) of each squad? For example, the following are typical names:
Varsity Cheerleaders

3. Describe, in detail, the selection process for each named squad.

Try-Outs. Please see attachment on Try-Outs

4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow

Football cheerleaders are expected to cheer all home football games (exception: illness / injury). Varsity Basketball cheerleaders are required & expected to cheer all home girls' basketball games and expected to cheer all home boys' basketball games. Also the same number of away games for boys and girls varsity games within a 30 to 40 minute drive of Cynthiana.

Also all post season games in football, and both girls and boys basketball.

5. Name any squad(s) that takes part in competitive cheerleading events.

Varsity Cheerleaders

6. Do you have any other school groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned.

Band will perform at five (5) Home Girls Basketball Games and five (5) Home Boy Basketball Games and all Boy/Girl Double Headers. Also all post season varsity basketball games.

Dance Team will perform at two (2) Home Girls Basketball Games and two (2) Home Boys basketball games during half time.

Mascot uniform is worn by various students at two (2) home boys and two (2) home girl's games. Also all post season varsity basketball games.

Harrison County Board of Education

Dr. Roy B. Woodward
Superintendent

January 10, 2007

Debra Fischer
Assistant Superintendent

Julie Asher
Director of Finance

David Case
Director of Facilities
District Assessment Coordinator

Jenny Lynn Hatter
Supervisor of Instruction

Tammy Klapheke
Director of Food Service

Lloyd Ogden
Director of Pupil Personnel

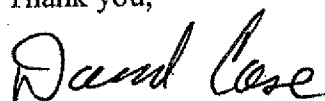
Melissa Shepard
District Technology Coordinator

Brad Yearsley
Director of Special Education

The Harrison County School District has an athletic facility committee reviewing the athletic facilities at Harrison County High School. Since January 2006, this committee has met several times, reviewed other facilities, and has been involved with planning of a new training facility. District Administrators are currently reviewing funding potential for additional classrooms for Harrison Co. High School that would house health classrooms, a physical education weight room, and changing rooms. The new facility would be located near the mechanical room of Harrison County High School.

While formal approval has not yet been given by the Harrison County Board of Education or the Kentucky Department of Education, a tentative completion date is August 2009, if funding allows for this project to be completed.

Thank you,



David Case
Director of Facilities
Harrison County Schools

Policy for new/replacement uniforms:

To begin the 2008-2009 schools year the following uniform policy has been adopted with some flexibility based on needs of the individual sport.

Boys/Girls Basketball - Every three (3) years.

Boys Baseball/Girls Softball – Every three (3) years.

Boys/Girls Cross Country – Every six (6) years.

Boys/Girls Track and Field – Every six (6) years.

Boys/Girls Soccer – Every three (3) years.

Boys/Girls Tennis- Every three (3) to four (4) years.

Boys/Girls Golf- Every two (2) to three (3) years.

Swimming –

Wrestling – Six (6) uniforms are replaced each year.

Christine Garnett *CG*
Josh Powers *JP*
Melanie Fenton *MBF*
Jackie Faulkner *JF*
Jennifer Hatfield *JH*
Laura Stephens *LS*
Lee Kendall *LK*
Erica Puckett *EP*
Dustin Lewis *DL*
Jessi Jett *JJ*

Approved 11/3/09

**2005-2006
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

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Principal's Signature: *Judy C. [Signature]* Date: 1/10/07
 Copyright 1999, Good Sports, Inc., Title IX and Gender Equity Specialists. All rights reserved.

Harrison County Athletics

320 Webster Avenue, Cynthiana, Ky. 41031

January 8, 2007

To: Gary Lawson – Title 1X Re-Visit

From: Mac Whitaker- Athletic Director

Re: 2006-2007 School Year Title 1X Re-Visit Report

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Mac Whitaker, Athletic Director
Harrison County High School



Cc: Larry Boucher, KHSAA

Athletic Director: Mac Whitaker
859-234-7108 859-234-7820

Harrison County Athletics

320 Webster Avenue, Cynthiana, Ky. 41031

January 10, 2007

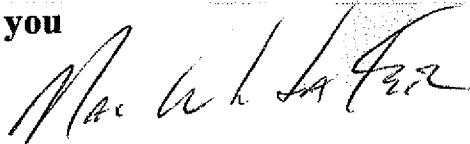
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Mac Whitaker, Athletic Director
Harrison County High School

Athletic Director:
859-234-7108

Mac Whitaker
859-234-7820



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BENEFITS – PUBLICITY
2005-2006 SCHOOL YEAR**

KHSAA
Form T73
Rev. 8/05

School Harrison County

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Band will perform at five (5) Home Girls Basketball Games and five (5) Home Boy Basketball Games and all Boy/Girl Double Headers. Also all post season varsity basketball games.

Dance Team will perform at two (2) Home Girls Basketball Games and two (2) Home Boys basketball games during half time.

Mascot uniform is worn by various students at two (2) home boys and two (2) home girl's games. Also all post season varsity basketball games.

Harrison County Board of Education

Dr. Roy B. Woodward
Superintendent

January 10, 2007

Debra Fischer
Assistant Superintendent

Julie Asher
Director of Finance

David Case
Director of Facilities
District Assessment Coordinator

Jenny Lynn Hatter
Supervisor of Instruction

Tammy Klapheke
Director of Food Service

Lloyd Ogden
Director of Pupil Personnel

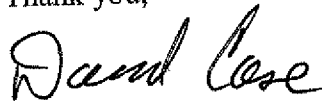
Melissa Shepard
District Technology Coordinator

Brad Yearsley
Director of Special Education

The Harrison County School District has an athletic facility committee reviewing the athletic facilities at Harrison County High School. Since January 2006, this committee has met several times, reviewed other facilities, and has been involved with planning of a new training facility. District Administrators are currently reviewing funding potential for additional classrooms for Harrison Co. High School that would house health classrooms, a physical education weight room, and changing rooms. The new facility would be located near the mechanical room of Harrison County High School.

While formal approval has not yet been given by the Harrison County Board of Education or the Kentucky Department of Education, a tentative completion date is August 2009, if funding allows for this project to be completed.

Thank you,



David Case
Director of Facilities
Harrison County Schools

Policy for new/replacement uniforms:

To begin the 2008-2009 schools year the following uniform policy has been adopted with some flexibility based on needs of the individual sport.

Boys/Girls Basketball - Every three (3) years.

Boys Baseball/Girls Softball – Every three (3) years.

Boys/Girls Cross Country – Every six (6) years.

Boys/Girls Track and Field – Every six (6) years.

Boys/Girls Soccer – Every three (3) years.

Boys/Girls Tennis- Every three (3) to four (4) years.

Boys/Girls Golf- Every two (2) to three (3) years.

Swimming –

Wrestling – Six (6) uniforms are replaced each year.

Christine Garnett *CG*
Josh Powers *J.P.*
Melanie Fenton *MBF*
Jackie Faulkner *J.F.*
Jennifer Hatfield *J.H.*
Laura Stephens *L.S.*
Lee Kendall *L.K.*
Erica Puckett *EP*
Dustin Lewis *DL*
Jessi Jett *J.J.*

Approved 1/3/09