



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

**(For schools re-visited during the 2009-2010 school year)**

School: Hazard High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: January 25, 2010  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

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)

	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: Due to the submission of inconsistent data for 2007-08 and 2008-09 school years, it cannot be conclusively determined that Hazard High School meets the standard for Test 1.

- 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: Due to the data submitted, it appears that Hazard High School has not met the standard for Test 2.

- 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: Due to the data submitted, it appears that Hazard High School has met the standard for Test 3 for the school years 2007-2009.

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

Comments: According to the data submitted regarding the most recent student interest survey given in 2007-08, grades 8-11 were surveyed with an 89% return.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		<p>It appears that the most recent student interest survey was conducted with grades 8-11 and with a return of 89%. Since review of the initial audit in 2001, it appears the sports of girls and boys soccer, volleyball, and girls and boys cross country have been added to the sports program. Based on enrollment numbers submitted, the school is to be commended for the complete offering of opportunities provided for its female athletes.</p> <p>The student interest survey should be given during the 2009-2010 school year.</p>
Equipment and Supplies	x		<p>Uniforms appeared to be equivalent in quality and quantity for all sports. Written evidence stated that uniforms were purchased every 3 to 4 years, but no written rotation plan was in place.</p> <p>(see KHSAA recommendation)</p>
Scheduling of Games and Practice Time	x		<p>Equitable, written plans were submitted regarding scheduling of games and practice times. The school currently meets the prime date(s) requirement for girls' basketball. A waiver had been given for the 2008-09 season.</p> <p>There appeared to be a slight advantage to the number of scheduled games reported between baseball and softball. Following discussion with administration, it appeared that the process for counting games may not have been done correctly.</p> <p>(see KHSAA recommendation)</p>
Travel and Per Diem Allowances	x		<p>Transportation is provided for all athletic contests. The school does have a written guideline for travel and per diem allowance that</p>

			insures equity.
Coaching	x		Salary schedule viewed was equitable and number of paid coaches for like sports was equal. Students interviewed were very positive about the coaches at Hazard High School. Students stated that coaches were very accessible, easy to contact, and very supportive of all programs.
Locker Rooms, Practice and Competitive Facilities	x		<p>Since the 2001 audit, a softball facility has been developed and upgrades to the girls' locker room and office area at Memorial Gym have occurred. A turf field has replaced the original football field and exists for all soccer and football practices and contests.</p> <p>All available locker rooms appear to be equitable and all sports have assigned locker room space.</p> <p>It appears that the recent addition of a press box, concession area to the baseball facility may give a slight advantage to the males.</p> <p>(see KHSAA recommendation)</p>
Medical and Training Facilities and Services	x		Based on interviews with administration, a trainer and/or physician are available on game days for all sports. After interviews with administration, coaches, and athletes there appears to 'free access' for all athletes with injury to a local medical clinic as well as 'free' physicals provided for all athletes. The weight

			<p>room is located in a separate building adjacent to the football/soccer field with additional outside access for entry. It appeared that there were very few lighter weights available for female use. There was evidence of a weight room schedule showing equity of availability for all sports.</p> <p>(see KHSAA recommendation)</p>
Publicity	x		<p>All athletes are recognized through an awards night/banquet program for their sport. After interviews with administration, coaches, and athletes, there appeared to be a fair and equitable plan regarding awards and recognition. There was evidence of a written plan for the display of banners recognizing district and regional championships. Hazard High School is to be commended for its visual display of current events and achievement that are shown in its hallways all throughout the school. Great pride appears to exist at Hazard High School.</p>
Support Services		x	<p>Each sport has the opportunity to have its own booster club. It appears that each booster club follows the guidelines of financial management and control as directed by the Principal and Superintendent's office. There was no evidence of signed booster agreements.</p> <p>The Status Reports of 2006-07, 2007-08, 2008-09 established attention and made recommendation regarding the gap of actual expenditures reported between male and female athletes. It appears that a spending pattern has existed over the last several years that could show a strong advantage to the male athletes. A deficiency is noted in this</p>

			<p>area due to the fact of repeated recommendations and that not any written evidence of corrective action or improvement have been put in place by the Gender Equity Review Committee.</p> <p>(see KHSAA recommendation)</p>
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Softball facility – addition of batting cage, dugouts, bleachers, lights, fence cap, backstop netting
- Improvements made to girls locker room at Memorial Gym and High School Gym
- Baseball facility – addition of dugouts and bleachers
- New turf installation for football, soccer, and softball

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Support Services – A review of Status Reports for the past 3 years have reported concern and recommendation regarding a per-athlete expenditure gap that exists between male and female athletes. It appears that a spending pattern has existed that well exceeds the acceptable dollar amount even for schools with football.

The following are not deficiencies, but are recommendations that should be addressed by administration to insure consistent, equitable benefits:

- submit to the KHSAA, no later than April 15, 2010, a written plan rotation for uniform purchase
- attendance to an annually hosted Title IX Workshop that will re-fresh and review information relative to all Title IX components and reporting
- submit to the KHSAA, no later than April 15, 2010, a corrective action plan that would show an improvement or addition to a facility that hosts female athletes
- submit to the KHSAA, no later than April 15, 2010, a corrective plan for the addition of lighter weights appropriate for female use in the weight room

7. KHSAA Recommended Action in relation to new deficiencies

Support Services:

- a. Attendance to annually hosted Title IX Workshop that addresses specifics in regard to the process and accuracy in reporting expenditures.
- b. An internal review of the Status Reports of 2006-07, 2007-08, and 2008-09 Actual Expenditures (forms T-35, T-36) to determine accuracy of reported expenditures from school and booster funds.
- c. Development of a corrective action plan established by the Gender Equity Review Committee that will begin to insure equity of expenditures between male and female athletes.
- d. Report the results of the internal review (item b.) and to report the status of a developed corrective action plan (item c.) to the KHSAA by August 15, 2010.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Allan Holland

District Level Title IX Coordinator: Sandra Johnson

Name	Title	Telephone
Kathy Johnston	KHSAA Auditor	859-494-2509
Gary Lawson	KHSAA Auditor	502-876-3817
Allan Holland	Athletic Director	606-216-2936
Mark Dixon	Football Coach	606-233-0244
Clint Clemons	Student	606-438-1651
McKenzie Alexander	Student	606-216-1069
Betsy Clemons	Parent	606-438-6356
Dennis Smith	Board Member	606-438-5508
John Meehan	Baseball / Soccer Coach	606-233-3102
Happy Mobellini	Principal	606-438-1742
Sandra Johnson	Superintendent	606-436-3911

9. Comments

- The administration and school personnel were very helpful in this re-visit audit. All necessary information and files were made available. Coaches and athletes interviewed expressed great support by the administration, staff, and other coaches.
- Recommendations made by auditors were discussed and shared with the GERC.
- No one attended the community forum at 5:00. At 5:15 pm, the audit team left Hazard High School.



Hayward

2009-2010  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-2)  
PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM EXPANSION

		Column 1	Column 2	Column 3	Column 4	Column 5
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2005-2006 School Year	Current Number of Participants for the 2009-2010 school year who are playing on teams added since the 2005-2006 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2005-2006 School Year
GIRLS Row 1	varsity:	7	91	1	18	
Row 2	j.v.:	4	50	1	14	
Row 3	frosh:	2	20	0	0	
Row 4	total:	13	161	2	32	22.85 20%
BOYS Row 5	varsity:	7	133	1	16	
Row 6	j.v.:	4	55	1	12	
Row 7	frosh:	2	19	0	0	
Row 8	total:	13	207	2	28	23.33 10%

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. Note: The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.
- 6) **Note: If the percentage of current participants added in the last five years is 25% or greater for the underrepresented sex (most likely girls), compliance with Test Two may be possible. If less than 25%, then compliance with Test Three should be analyzed. CAUTION: 25% is not a formal compliance standard.**

Principal's Signature: [Signature] Date: 4-15-10

Hazard High School  
Uniform Rotation Plan  
2010

**UNIFORM REPLACEMENT POLICY:**

1. Varsity uniforms will be purchased on a need basis, usually 3-4 years. Due to the nature of certain sport some may have to be purchased before then, football uniforms.
2. Changes in style or fashion do not warrant purchasing new uniforms if the current uniform is still in good condition.
3. Whenever possible, varsity and junior varsity uniforms shall be identical. This allows for better flexibility in sizing of uniforms.
4. Whenever possible, varsity uniforms will be passed down to the junior varsity, junior varsity passed down to the freshman, etc.
5. Uniforms will be reviewed for safety and condition on an annual basis by the coaches and athletic director.

Hazard High School  
Corrective Action Plan  
Weight Room  
2010

Corrective Action Plan For Lighter Weights:

1. Lighter weights ( Dumb Bells ) were bought for Hazard High School Gym weight room, 2 ½ lb, 3 lb, 3 1/2 lb, 4 lb, 5 lb. We also purchased a weight rack to put the weights on after lifting.
2. Universal machine was purchased for all of our athletes to use at the HHS Gym, we also purchased 2 ½ lb and 5 lb weights ( Free Weights ) to use on the universal machine.
3. We purchased several weighted medicine balls, 3 lb, 4 lb, 5 lb, 8 lb, 10 lb.
4. We purchased several weighted jump ropes, 2 lb and 4 lb. for use in the weight room.

# Hazard High School

2010 – 11

## KHSAA Expenditures Report

Hazard High School Principal Donald "Happy" Mobelini, Superintendent Sandra Johnson and Athletic Director Al Holland have met several times over the summer to discuss the athletic expenditures accounts at the high school. Each account has been reexamined by the administrators at the high school, gender equity committee and by the Hazard Board of Education. The Hazard Board of Education is closely monitoring these accounts each month making sure they are comparable in each sport. We have also had meetings with all coaches to discuss this problem and recommendations on solving this spending problem. All purchase orders at the high school must be signed off by the principal before any coach can receive them to order equipment. We have informed each coach in their comparable sport that they must order similar equipment for male and female athletes, example, if boys basketball team has practice uniforms the girls basketball team must have practice uniforms.

Hazard High School has renovated the high school gym floor over the summer for the volleyball team. We have also purchased new uniforms for the volleyball team along with 18 new volleyballs. The softball field is in the process of getting a new look. We recently had a new storage building installed with a media room on top of it for officials during the game. The infield was dug up and resurfaced with brick dust over this past spring. The outfield will be crowned and drainage system put in before the season begins this year. We will be installing a permanent concession stand for the team. Within a two year period we plan on building a men's and women's restroom facility. We will also be surfacing the parking lot with gravel this spring.

Hazard High School, Superintendent Sandra Johnson and Hazard Board of Education are working hard on getting the expenditures accounts comparable for male and female athletes at Hazard High School.

Hazard

Hazard

Principal

Athletic Director

Donald "Happy" Mobelini

Allan Holland