



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Hopkins County Central High School**

Reviewed By: **Gordon D. Boccock**

Date of Visit: **April 16, 2003**

Telephone Number of Reviewer: **(859) 299-5472**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Through 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
	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: Figures in the 2001-2002 report indicate that Hopkins County Central High School did not pass test one since the Percentage of Total Participation for the girls is at 41% and the Percentage of Total Enrollment is at 51%. This is not in the 3% range necessary to be in compliance on Test 1.

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: Figures in the 2001-2002 report indicate that Hopkins County Central High School did not pass test two since the Percent of Total Participation for females with sports and/or athletes added in the last five years is at zero. It is pointed out that the school is a new school that had all of the present sports offerings when the school opened. It is also pointed out that the Gender Equity Review Committee is looking at adding some girls' sports at the junior varsity and freshman levels.

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: With the new girls' volleyball squad in the 2002-2003 school year, the school is meeting the needs of the students' interest as indicated in the student surveys.

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

Yes  No

Comment: Only 77% of the surveys were returned. The Gender Equity Review Committee is looking at ways to improve student participation in this survey. It is also recommended that the school survey the incoming members of the freshman class in the next survey.

**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	At the present time, Hopkins County Central High School appears to have failed to meet the standards necessary on Test 1, Test 2 and Test 3. The Gender Equity Review Committee is to prepare a Corrective Action Plan that will bring the school into compliance for the coming school year. This Corrective Action Plan should be sent to the KHSAA Office by <b>August 15, 2003.</b>
<b>Equipment and Supplies</b>	X		It is noted that all of the T-5 forms were signed by the Athletic Director and not the respective coaches. It is further noted that the AD says he may have the original coaches' forms that were submitted to him by the coaches. The Audit Team recommended that if such documents were available that they be placed in the school's Title IX file. It is recommended that the Gender Equity Review Committee develop a uniform replacement policy, and that the policy be placed in the school's Title IX report.
<b>Scheduling of Games and Practice Time</b>		X	It is noted that all of the T-11 forms were signed by the Athletic Director and not the respective coaches. It is further noted that the AD says he may have the original coaches' forms that were submitted to him by the coaches. The Audit Team recommended that if such documents were available that they be placed in the school's Title IX file. Even though some effort is being made in regard to "prime time", it is obvious that Hopkins County Central High School needs to improve on the home games that are offered for girls' basketball in the 2003-2004 school year. The current offerings for Friday/Saturday night home games for girls is currently at 25%, and it is recommended that this figure reach the 50% level by the end of the five year cycle.  The Gender Equity Review Committee is to look at and present Corrective Action for this

			“prime time” issue to the KHSAA by <b>August 15, 2003.</b>
<b>Travel and Per Diem Allowances</b>	X		It is noted that the T-15 forms were signed by the Athletic Director and not the respective coaches. It is further noted that the AD says that he may have the original forms that were submitted by the coaches. The Audit Team recommended that if such documents were available that they be placed in the school’s Title IX file. It is recommended that the Gender Equity Review Committee establish an equitable policy for student athletes that would cover all of the aspects of travel and place the policy in the school’s Title IX file. If Booster Club spending is used in the area of travel, it should be included in the policy and be included for all sports.
<b>Coaching</b>	X		It appears at the present time that Hopkins County Central is in compliance in regard to coaching salaries. A copy of the policy for salaries and/or extended employment that is offered for some should be placed in the school’s Title IX file.
<b>Locker Rooms, Practice and Competitive Facilities</b>	X		The newly constructed facility for the outdoor sports has Hopkins County Central in very good shape in all sports dressing rooms with the exception to boys’ and girls’ basketball. It is recommended that the Gender Equity Review Committee look into the differences in the two dressing rooms and see what can be done to bring the girls up to par with the boys, even though the difference is not major. The practice and competitive facilities for both boys and girls are excellent.
<b>Medical and Training Facilities and Services</b>	X		It is noted that the T-28 forms were signed by the Athletic Director and not the respective coaches. It is further noted that the AD says that he may have the original forms that were submitted by the coaches. The Audit Team recommended that if such documents were available that they be placed in the school’s Title IX file. In regard to medical care, the

		<p>athletes at Hopkins County Central are in great shape with a trainer on staff and two training rooms available in both the dressing areas. In regard to weight rooms, the school has two training facilities which both have the equipment for young ladies to train on an equal basis with the boys. It is noted that neither weight room has a posted schedule of when it is being used by boys and/or girls, or what particular sport to assure that no one is being left out that desires to use the facilities. It is recommended that the Gender Equity Review Committee see that such a posting take place.</p>
<b>Publicity</b>	<b>X</b>	<p>It is noted that the T-32 forms were signed by the Athletic Director and not the respective coaches. It is further noted that the AD says he may have the original forms that were submitted by the coaches. The Audit Team recommended that if such documents were available that they be placed in the school's Title IX file. The school has some policies that relate to some of the subjects in this particular area, but none appear in the school's Title IX report. The Gender Equity Review Committee should be developing policies for the Athletic Department to ensure equal treatment regarding program production, schedule card production and media guide production to ensure that other entities such as booster organizations do not affect compliance. The placement of banners/pictures in the gymnasium and commons area of the school should have a policy to ensure that all athletic participants have an equal opportunity for this "prime time" exposure. The school should continue its efforts to clarify the issue of trophy and memorabilia display. This can not be left to the subjective policies of any one coach and/or participant, but should be a systematic approach that will ensure the equal treatment of all participants. The school appears to be doing a good job with cheerleading at the present time with both boys' and girls' home games, as</p>

			well as football games, at which they are cheering. Need to make sure that a policy regarding the selection process and the cheering schedule is placed in the school's Title IX report.
<b>Support Services</b>	<b>X</b>		It is noted that the T-34 forms were signed by the Athletic Director and not the respective coaches. It is further noted that the AD says he may have the original forms that were submitted by the coaches. The Audit Team recommended that if such documents were available that they be placed in the school's Title IX file. It is recommended that the 1999-2000 budget report submitted by Hopkins County Central High School be corrected to reflect the monies spent by the Booster Clubs. It is noted that the 2001-2002 budget report looked satisfactory. It is recommended that the Gender Equity Review Committee develop a policy that shows Booster Club control and places this policy in the school's Title IX file. School personnel should be aware of the pitfalls and problems that can exist with separate and independent booster organizations for each sport. At minimum, the school should enter into contractual relationships with these groups to ensure compliance with school, state and federal law. School personnel should require, through policies approved at the school, site base, and board of education level, that the booster organizations regularly submit complete and audited financial reports to the school so as to include these amounts received and spent by these organizations in any required reporting.
<b>Athletic Scholarships**</b>	<b>X</b>		This area does not appear applicable in this situation at this particular school.
<b>Tutoring**</b>	<b>X</b>		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
<b>Housing and Dining Facilities</b>	<b>X</b>		It does not appear to be applicable to this school, nor are there any indications of

<b>and Services **</b>			disparate treatment.
<b>Recruitment of Student Athletes**</b>	<b>X</b>		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.

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

The KHSAA Audit Team discussed several items that needed the attention of the Gender Equity Review Committee at Hopkins County Central High School in regard to policy development, and then making these policies a part of the school's Title IX file. The Gender Equity Review Committee needs to develop some corrective action that would see that the school comes into compliance in regard to passing one of the three pronged tests. Corrective action has not been completed to address the issue of "prime time" games for girls' basketball.

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

The two deficiencies found in the Athletic Department at Hopkins County Central deal with:

1. The failure to pass one of the 3 tests dealing with (a) Student Proportionality (b) History and Continuing Practice of Programs Expansion (c) Full and Effective Accommodations of Interest and Abilities.
2. The school is not making steady progress in giving the girls "prime time" exposure in girls' basketball.

**7. Facility Recommendations or Concerns**

Although it is not major at this time, the Gender Equity Review Committee needs to look at the differences in the girls' and boys' basketball dressing rooms. The boys' dressing room has numerous metal lockers that assure all of the different levels of competition an individual locker, as well as a lounge area that the girls' particular space does not allow.

**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:

**(Corrective Action Plan)** On or before **August 15, 2003**, school personnel are requested to provide information to the KHSAA concerning the steps that they plan to take to bring Hopkins County Central High School into compliance in the area of accommodations of interests and abilities. The major emphasis for compliance in this particular area is the three-part test for participation opportunities. The school's failure to comply with at least one of the three-part test is likely a violation of Title IX.

**(Prime Time Contest/Girls' Basketball)** On or before **August 15, 2003**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2003-2004 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"), school personnel shall advise the KHSAA of action it intends to take to immediately correct the difference.

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

**High School Title IX Coordinator: Susanne Wolford – 6625 Hopkinsville Road  
Madisonville, Kentucky 42431  
270-825-6133**

**District Level Title IX Coordinator: Pat Courtney – Hopkins County Board of Ed  
South Seminary Street  
Madisonville, Kentucky 42431  
270-825-6000**

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
<b>Gordon D. Bocock</b>	<b>KHSAA Audit Team</b>	<b>606-678-8916</b>
<b>Gary W. Lawson</b>	<b>KHSAA Audit Team</b>	<b>502-875-3817</b>
<b>James D. Harris</b>	<b>Athletic Director</b>	<b>270-825-6133</b>
<b>Suxanne Wolford</b>	<b>Principal</b>	<b>270-825-6133</b>
<b>Susan Wood</b>	<b>Parent</b>	<b>270-383-5595</b>
<b>Keith Cartwright</b>	<b>School Board Attorney</b>	<b>270-821-6165</b>



10. **Comments**

It does appear that the Gender Equity Review Committee at Hopkins County Central High School is beginning to realize the vast job confronting them to provide equal opportunities and benefits for all of their student athletes. Overall, the interscholastic athletic program clearly has the support of the school and the community. At this time, the pressing need for the Gender Equity Review Committee at Hopkins County Central High School is to develop and design a number of policies as put forth in this report to strengthen the governing of the Hopkins County Central High School Athletic Department. The biggest test for the Gender Equity Review Committee will be developing the corrective action that will be necessary to pass one of the three tests and giving the girls' basketball team the "prime time" games that they deserve.