



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Jackson County High School**

Reviewed By: **Fran Edwards**

Date of Visit: **October 21, 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). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance? Yes  No

Were the calculations performed correctly? Yes  No

**Comments:**

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

Were the calculations performed correctly? Yes  No

**Comments:**

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

Were the calculations performed correctly? Yes  No

**Comments:**

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes  No

**Comments:**

During the 2002-2003 school year, students in grades nine through eleven responded to the Interscholastic Athletics Survey during homeroom. Of the 450 surveys, a total of 179 were returned. This represents a return rate of 40%. This is not a representative view of student interest. It is recommended that a return rate of 70% be attained in the future.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>		<b>X</b>	The Accommodation of Interest and Abilities is rated as deficient. For the opportunities component of Title IX compliance, Jackson County High School did not appear to pass any of the three areas – Substantial Proportionality, History and Continuing Practice of Program Expansion nor Accommodation of Interest and Abilities. For the 2003-2004 school year, basketball and softball are offered for female enrollment of 268. Responses to the Interscholastic Athletics Survey in 2002 and 2003 indicate there is a need for additional sports offerings. It is imperative that the issue of increasing opportunities for female students at Jackson County is addressed in the immediate future.
<b>Equipment and Supplies</b>	<b>X</b>		The quality of uniforms is comparable for male and female athletes. The KHSAA Audit Team suggests that the Gender Equity Review Committee develop a written policy for the purchase of replacement uniforms.
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		An early/late rotation schedule is in effect for the use of the gym floor by the basketball teams. For the 2003-2004 basketball season, the girls will play three of their seven home games during “prime time.” This represents 43% of their home contests.
<b>Travel and Per Diem Allowances</b>	<b>X</b>		The school and school board share the cost of transportation for away athletic contests equally. Transportation is not provided for practice and games to the baseball/softball fields, approximately twelve miles from campus, nor to the weight room, approximately three miles from campus. Although it is not an equity issue, due to liability concerns, school personnel may want to consider making transportation available to these facilities. Student athletes do not receive a meal allotment.

<b>Coaching</b>	<b>X</b>	<p>A copy of the board approved salary schedule for coaching positions is to be maintained in the school's permanent Title IX file. Pay is comparable for coaches of male teams and coaches for female teams.</p>
<b>Locker Rooms, Practice and Competitive Facilities</b>		<p><b>X</b></p> <p>The softball and baseball fields are located at Tyner Elementary School and are approximately twelve miles from campus. The fields were established about four years ago and community members and local businesses funded most of the cost for the construction materials. The school board purchased bleachers and protective covering for the fencing. However, only a small portion of the fencing for the softball field is covered. Both teams share the concession stand, restrooms, storage and batting cage. The dugouts for the baseball field are made of concrete block; the dugouts for the softball field are constructed of wood and metal sheeting. Lights were installed at the baseball field in 1999 but, as of this date, lights have not been added to the softball field. During the KHSAA Audit Team's visit, it was mentioned that the school board approved a package to have lights for the 2004 softball season.</p> <p>The weight room, which opened in the fall of 2002, is on the campus of the Jackson County Area Technology Center which is located about three miles from Jackson County High School. The weight room is well equipped and accessible for all teams. It is suggested that a written schedule be posted for the use of the weight room. Future plans include building a new high school at this site.</p> <p>The on-campus gymnasium was constructed in 1968. It is recommended that the Gender Equity Review Committee develop a written policy for the display of banners and awards. The boys' basketball locker room and the girls' locker room are small but comparable.</p>

<b>Medical and Training Facilities and Services</b>	<b>X</b>		A community doctor volunteers training services for student athletes. The local EMS is also contacted prior to athletic events.
<b>Publicity</b>	<b>X</b>		Schedule cards are printed for all teams.
<b>Support Services</b>	<b>X</b>		The cheerleading squad performs for both boys' and girls' varsity teams at all home games, district away games and tournaments. There are no formally organized booster groups. However, community members have in the past cohered to accomplish specific goals. For example, with school board approval, a community group developed the softball/baseball complex. For any future projects, it is critical that school personnel be intimately involved to ensure that equity is maintained.
<b>Athletic Scholarships</b>	<b>N/A</b>		
<b>Tutoring</b>	<b>X</b>		
<b>Housing and Dining Facilities and Services</b>		<b>N/A</b>	
<b>Recruitment of Student Athletes</b>	<b>N/A</b>		

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

The Corrective Action Plan submitted with the 2002-2003 Annual Report identified two items. The first item for correction was the installation of lights at the softball field. The date set for completion is March 1, 2004. The second item was to reestablish a Gender Equity Review Committee by May 1, 2003. The committee met on October 14, 2003. The next meeting is to be held within three months.

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

At this time, Jackson County High School appears not to be compliant in the area of opportunities for female athletes. Achievement of this goal should be a top priority and efforts to address this inequity should be undertaken immediately.

7. **Facility Recommendations or Concerns**

The facility concern noted by the KHSAA Audit Team members relates to the disparity between the softball field and the baseball field. It is critically important that the school system meet the March 4, 2004 timetable of adding lights to the softball field. Also, it is recommended that the protective guard be extended to cover the appropriate fencing surrounding the field.

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:

**(Selection of Cheerleaders)** On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

**(Prime Time Contest/Girls' Basketball)** On or before **April 15, 2004**, 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 2004-2005 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"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

**(Opportunities)** As noted previously, Jackson County High School appears to be deficient in the area of opportunities for female athletes. A plan, with specific steps to be taken, to address this inequity is to be forwarded to KHSAA offices by **January 15, 2004**. It is the opinion of KHSAA Audit Team members that serious consideration be given to the addition of volleyball as an athletic offering for female participants. Currently, a fall sport is unavailable and the number of responses on the 2002 and 2003 Interscholastic Athletics Surveys suggests that volleyball would be a viable option.

**(Locker rooms, Practice and Competitive Facilities)** It is the understanding of KHSAA Audit Team members that the school board has approved a package for the purchase of lights for the softball field through the East Tennessee Power and Jackson Energy. A copy of the school board minutes approving the establishment of a committee to develop a plan to install lights on the softball field has been received by KHSAA offices. Also, a description of the materials needed to complete the project has been received and the athletic director for Jackson County High School indicated that the installation is expected to occur by mid December, 2003. By **January 15, 2004** it is requested that a progress report regarding this project be submitted to KHSSA.

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

**High School Title IX Coordinator:** Brian Thomas

**District Level Title IX Coordinator:** Ed Morgan

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Phyllis Catlett	KHSAA Audit Team	(859) 299-5472
Ed Morgan, Jr.	Athletic Director	(606) 287-7181
Brian Thomas	Interim Principal	(606) 287-7155
Fran Edwards	KHSAA Audit Team	(859) 299-5472

**10. Comments**

A Gender Equity Review Committee, which is composed of school personnel and student athletes, was reestablished for the 2003-2004 school year. A complete Title IX file was unavailable during the KHSAA Audit Team's visit. It is a requirement that copies of KHSAA reports (beginning with 1999-2000 self study), relevant policies and minutes of Gender Equity Review Committee meetings be located at school offices and accessible to the public.

Community members elected not to attend the public forum schedule for 6:00 pm.

Members of the Jackson County High School community are encouraged to immediately remedy the concerns put forth in this Title IX Final Audit Report related to opportunities and benefits for female athletes. It appears that in the past efforts were lacking to maintain an equitable program for female and male athletes. The work of the Gender Equity Review Committee that was initiated with this school year provides a venue for improving the athletic program for females. Their positive leadership within the school community can be critical in moving toward a successful and equitable athletic program for all students.