



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2010-2011 school year)

School: Jackson City
Prepared By: Gary W. Lawson
Date of Re-Visit: January 25, 2011
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: According to data and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during only one of the past three school years (2008-09). It is not currently meeting that standard.

- 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 and calculations submitted by the school and corrected by KHSAA officials, it has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2009-10 annual report indicates that one sport for girls has been added during the past five years and that sport currently has five participants.

- 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 data, responses, and documentation submitted by the school, it currently appears to be meeting the standard established in Test 3 for 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 documentation submitted by the school, an 81% return rate was received on the most recent student athletic interest 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 data, responses, and documentation received from the school, it would appear that the standard established in Test 3 for the provision of athletic opportunities is currently being met. The most recent student athletic interest survey showed a significant interest in volleyball (33) and girls tennis (19). Current documentation shows a volleyball program was begun in 2009-10. At this time, the school has been unable to find any available tennis courts. There are none at the school or within the city limits of Jackson. School officials were encouraged to pursue the tennis interest for validity. (See KHSAA Recommended Action.) A KHSAA representative reviewed the school's Title IX file. It was found to contain the school's original audit report from December 18, 2001, all the school's annual reports to KHSAA for the past five years, a board approved salary schedule for coaches, sample game schedules for all school sponsored sports, a policy and regulations manual for athletes which includes equitable policies for all eight Title IX benefit categories, written guidelines for the oversight of booster clubs, a written usage schedules for all shared athletic facilities, written guidelines regarding awards and recognition of athletic accomplishments, a written designation of locker room space assigned each team, written minutes for Gender Equity Review Committee meetings for the past three years, a written uniform review, rotation, and/or replacement plan, and written guidelines relating to the equitable provision of travel and per diem. School officials were commended for the development and maintenance of a very comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>THE INFORMATION SUBMITTED ON THE RE-VISIT FORM IN RELATION TO THIS CATEGORY IS INCORRECT. THEREFORE, ANNUAL REPORTS HAD TO BE USED FOR THIS EVALUATION. The December 18, 2001 audit report rated this area as satisfactory but</p>

Equipment and Supplies continued			strongly suggested that a uniform review, rotation, and/or replacement plan be developed and implemented. The recent visit showed that such a plan had been developed and was being implemented. The current plan has a four-year replacement cycle for all sports. The uniforms and equipment seen during the visit appeared to be of a mid-to-high quality and were provided on an equitable basis. According to the 2009-10 annual report, the school was spending approximately \$47 per female athlete compared to approximately \$74 per male athlete for provision of equipment and supplies.
Scheduling of Games and Practice Time	X		According to the re-visit report, the number of competitive events scheduled for "like" sports showed parity over a two-year period. Information gathered at the recent visit indicated that all shared practice facilities are assigned equitably. According to the 2009-10 girls basketball results posted on the KHSAA web site, 44% (4/9) of their home games were played on prime dates. A review of the school's posted game times indicated that prime time standards were also being met.
Travel and Per Diem Allowances	X		DATA SUBMITTED FOR THIS CATEGORY ON THE RE-VISIT FORM WAS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED IN THIS EVALUATION. The December 18, 2001 audit report rated this area as satisfactory but suggested that the school explore the possibility of providing transportation to off-campus practices. The recent visit showed that the school had written guidelines in the policy and regulations manual that addressed the equitable provision of both travel and per diem. According to the 2000-10 annual report, the school was spending approximately \$80 per male athlete and approximately \$126 per female athlete for provision of travel and per diem. Bus transportation can be provided for any student to the off-campus athletic facilities if needed.
Coaching	X		According to the re-visit report, the total amount of money expended for coaches'

Coaching continued			salaries for "like" sports shows parity. A review of the school district's extra service pay schedule for coaches indicated equivalence. According to the 2009-10 annual report, the number of coaches provided for "like" sports is comparable for male and female teams. According to the re-visit report, 20% (1/5) of the head coaches of girl's teams are on campus employees while 50% (3/6) of the head coaches of boys teams are on campus employees.
Locker Rooms, Practice and Competitive Facilities	X		The December 18, 2001 audit report rendered this area as satisfactory and mentioned that the off-campus softball field was superior to the off-campus baseball field in regard to the quality of amenities provided. Additionally, at the time of the first visit, a facilities plan had been developed which called for locker rooms, storage areas, and coaches' offices to be added at the gymnasium. The recent visit showed that the off-campus softball field at the Kiwanis Park still provided slightly superior amenities compared to those at the off-campus baseball field at the Lions Club Park. The soccer field is also off-campus at the Douthitt City Park. The dressing rooms mentioned in the original report have been completed. Both dressing rooms offer almost identical amenities. One dressing room is used by all girls' teams and the other is used by all boys' teams. The visit revealed that storage areas for athletic equipment were in very short supply. The only storage area reviewed was for baseball and softball. The school's Title IX coordinator stated that most other teams stored equipment at the home of the coach. While this situation does not indicate any inequity, it makes management and oversight more difficult.

Medical and Training Facilities and Services	X		The school currently has a small, relatively well equipped weight training room. An equitable usage schedule is posted at the facility. The schedule was not included in the school's Title IX file at the time of the visit. (See KHSAA Recommended Action.) It was suggested that the school purchase some small (five pound) hand weights. The school does not provide any services by a certified athletic trainer at this time. Two local doctors give physical examinations free of charge to any student athletes enrolled at the school.
Publicity	X		The December 18, 2001 audit report deemed this area as satisfactory but did suggest that guidelines be written relating to recognition of student athletic accomplishments and the posting of banners in the gym. The recent visit showed that the school had written guidelines for banquets and the posting of banners as well as awarding trophies, letters, and bars. According to the re-visit report, the school has one cheerleading squad that cheers at all home and post season basketball games for both the boys and girls teams. The pep band performs at the same games as the cheerleaders. The school mascot attends all tournament games played by both the boys and girls basketball teams. According to the re-visit report, the school is spending approximately \$34 per female athlete and \$76 per male athlete for promotion, publicity, recognition, and awards. School officials were requested to monitor this area for provision of equity.
Support Services	X		The December 18, 2001 report deemed this area as satisfactory and stated that at that time, total athletic spending appeared equitable for each gender. According to interviews during the recent visit, all teams have booster clubs except softball. Some booster clubs have their funds in school accounts while others use local banks. There appears to be significantly more administrative monitoring of booster spending by those clubs having school based accounts. (See KHSAA Recommended Action.) A review

Support Services continued			of total athletic spending for the past two years showed that in 2008-09 expenditures were outside of acceptable parameters for provision of equity on both a percentage and per athlete basis. Documentation submitted for the 2009-10 school year showed these expenditures were well within acceptable parameters on both a percentage and per athlete basis. School officials were encouraged to monitor all athletic spending for provision of equitable benefits.
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 plans call for the following:

- development of a uniform review and/or rotation plan;
- encouragement of girls' participation in soccer and golf;
- review of the feasibility for starting a girls volleyball program;

- initiation of an A.A.U. team for girls basketball in elementary and middle schools.
6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated by the recent school visit. There are some areas of concern in relation to the categories of *Accommodation of Interests, Medical and Training Facilities and Services, and Support Services* which need to be addressed by school officials.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the recent school visit. The following *areas of concern* need to be addressed in order for the school to maintain its non-deficient status.

(Accommodation of Interests and Abilities) On or before May 16, 2011, the school is to submit to KHSAA documented information relating to meeting(s) held to ascertain the validity of the indicated interest in girls tennis. If the meeting(s) affirm real interest, the school is to submit a long range plan for addressing the interest.

(Medical and Training Facilities and Services) Upon receipt of this report, the school is to place a copy of the usage schedule for its weight training room in its Title IX file.

(Support Services) On or before May 16, 2011, the school is to submit to KHSAA a list of all current booster clubs that provide support to athletes at the school. This list is to identify those clubs having funds in school accounts and those with bank accounts off campus. Lastly, the school is to describe the procedures used to monitor the provision of *equity by clubs with off campus accounts*.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the December 18, 2001 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: John Couch, 29 Vires Fork Road, Jackson, KY 41339
(606) 666-5164

District Level Title IX Coordinator: Susan Watts, 940 Highland Ave., Jackson, KY 41339
(606) 666-5164

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Alaina S. Bailey	Student Athlete	(606) 666-8100
Wendy Howard	Girls Basketball Coach	(606) 666-5164
John Couch	Athletic Director	(606) 568-7202
Mike Taulbee	F.P. Softball Coach	(606) 666-5164
Karmit Back	Boys Basketball Coach	(606) 666-5164
J.C. Lucas	Baseball Head Coach	(606) 666-5164
Justin Stacy	Student Athlete	(606) 666-5164

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:20 pm ET.

Date: Mon, 28 Mar 2011 14:09:03 -0400
From: DBILBERRY (Darren Bilberry, KHSAA)
To: composed_email@12dt.com
Reply-to: dbilberry@khsaa.org
Subject: Title IX Re-Visit Report Jackson City High School

Attachment: Jackson City Re-Visit 2011.doc

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Jackson City High School that was conducted on January 25, 2011 by auditor Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

Darren Bilberry
Assistant Commissioner
Kentucky High School Athletic Association
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Postmarked
4-19-11
dl

APR 21 2011

April 18, 2011

Mr. Gary Lawson

Here are the three things you asked for after the revisit in January.

Thanks

John Couch, Athletic Director / H.S. Special Needs Teacher

Jackson City School

606-666-5164

Jackson City

File with last
audit report

dl

4/25

Girls

Boys

	3:15-4:15	4:15-5:15	3:15-4:15	4:15-5:15
Monday	X			X
Tuesday		X	X	
Wednesday	open	open	open	open
Thursday	X			X
Friday		X	X	
Saturday	open	open	open	open

Weight room Schedule

(Accommodation of Interests and Abilities)

2009 Student Interest Survey

Tennis results: 19 girls 11 boys

Discussed results with Principal and he told me to set up a meeting with the student during break.

Met with students on April 23rd during 10-minute break. Had 11 students (5 girls and 6 boys). Discussed with them the possibility of starting a boy's and girl's tennis team and wanted only students who were serious about being a part of the team. Also discussed the tennis season to see if any students would have conflicts with another sport. Three left

Discussed student interest numbers with Principal and Sup. So he could take the possibility of a tennis team position to the board.

Was asked by them to check on tennis teams in our region and other surrounding regions and also to meet with students again before the school year was over and did so on Tuesday, May 12, 2009. Met with them and discussed contents of a letter I was giving them to have their parents attend a meeting. Six of the eight were present. (On May 15, 2009 no parents were present). Later on I made a call to Ms. Vickie Combs at HCTC and asked about the use of their tennis court. Ms. Combs proceeded to tell me that UK was tearing down the boy's dorm and the tennis court would be gone by the spring of 2010.

I then checked and the closest tennis courts were in Beattyville and Hazard.

Discussed the situation with the Principal and Supt. They told me to contact the parents and discuss that we could not start a tennis team due to lack of viable interest and lack of a facility to practice and play.

Long term goals:

The tennis courts located on the Lees Campus near Jackson City School are scheduled to be removed in the current facilities plan of the community college. Although the college has given our school district permission to utilize the tennis courts until construction begins, we would be very apprehensive in establishing a program due to sustainability after the tennis courts have been removed.

Thanks,
Timothy D. Spencer
Superintendent

(Support Services)

(B) Soccer	No booster club	School Account
(G-B) Track	No booster club	School Account
Baseball	Booster Club	Off Campus Account
(G-B) Golf	No booster club	School Account
(B) Basketball	Booster Club	Off Campus Account
(G) Basketball	No booster club	School Account
Softball	No booster club	School Account
Volleyball	No booster club	School Account

The high school softball team is in the process of filling for their tax number and setting up an account at a local bank. Also in the process of electing and filling the boosters club positions.

When the new high school girl's basketball coach is hired, they will be electing positions for their new boosters club and setting up an account at a local bank.

All booster organizations must submit the club officers names and titles and the annual budget with estimated revenues from fundraisers and expenditures to the principal within the first 30 days of the school year. The budgets are completed on form F-SA-4B. The principal submits the completed forms to the superintendent as informational items to present to SBDM and the Board of Education to monitor equity.

Booster Clubs must present to the principal by July 25th annually the annual financial report (reporting receipts from admissions, fundraisers, dues, sales, etc.) and actual expenditures by payee and beginning and ending balances for the year ended as June 30th. The principal forwards copies to the superintendent's office to report to SBDM and the Board of Education to monitor the provision of equity.

Regarding the school activity fund accounts, the principal/bookkeeper require all clubs to complete the individual budget forms by April 15th annually for the upcoming school year (F-SA-4A) and then complies into the Internal Budget for the activity fund on form (F-SA-3). Then the principal submits the Internal Budget to the superintendent by May 15th to monitor the provision of equity.

During the annual audit as of June 30th, the auditors always review the activity fund accounts and the booster clubs accounts.