



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

(For schools re-visited during the 2011-2012 school year)

School: Johnson Central High School
 Prepared By: Reba Woodall
 Date of Re-Visit: October 27, 2011
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes No
- Benefits Summary Charts (Forms T-35 & T-36) Yes No
- Checklist Overall Athletics Program (Form T-41) Yes No
- Corrective Action Plan Summary Charts (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
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 the data submitted by Johnson Central High School, it appears the school did not meet the standard for Test 1 during the 2010-2011 school year.

- 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 the data submitted by Johnson Central High School, it appears the school did not meet the standard for Test 2 during the 2010-2011 school year.

- 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 the data submitted by Johnson Central High School, it appears the school met the standard for Test 3 during the 2010-2011 school year.

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 Student Interest Survey administered in the 2009-2010 school year and the information on the T-3 form in the 2010-2011 Annual Report, it appears the school has assessed the students' interests accurately. The school currently offers all of the KHSAA sanctioned sports for both males and females. The 2009-2010 Student Interest Survey had a return rate of 81%. The KHSAA requests an 80% return rate.

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 information on the school's Annual Reports, it appears the school met the standards for Test 2 and Test 3 in 2008-2009, for Test 1 and Test 3 in 2009-2010, and for Test 3 in 2010-2011. The 2010-2011 Annual Report shows the school offers 15 sports teams for both males and females.</p> <p>The importance of meeting the standard for at least one of the three opportunity tests was discussed during the Gender Equity Review Committee meeting held during the KHSAA Re-visit. For continued Test 3 compliance the school should investigate adding new sanctioned sports as well as non sanctioned sports, when feasible, if responses to the Student Interest Survey indicate new interests. The school should document all efforts and maintain documentation in the Permanent Title IX File.</p> <p>The 2009-2010 Student Interest Survey had a return rate of 81%.</p> <p>The school's Permanent Title IX File was well organized and included all of the requested information. The items the school will need to produce, rewrite, combine, or update can be located in the appropriate benefit categories.</p>
Equipment and Supplies	X		<p>Review of the uniforms showed equivalence for the male and female uniforms. The quality of the uniforms was good and they were in good condition. They displayed excellent use of school colors and mascots.</p> <p>The school had a uniform replacement rotation schedule. The School Administration and Gender Equity Review Committee should review and update this schedule with the intent to help future budget equity. When changes are made the Athletic Director should give each head coach a copy, and a copy kept in the Permanent Title IX File.</p> <p>The additional clause that all booster clubs will follow the uniform rotation schedule was excellent.</p>

Scheduling of Games and Practice Time	X		<p>Prime dates were discussed during the Gender Equity Review Committee meeting. The school had 44.4% of games for the 2010-2011 season on prime dates. The new guidelines for 2011-2012 were read during the committee meeting. Practice and game schedules for most of the teams were included in the Permanent Title IX File. Game and practice schedules for all sports should be reviewed each year so that equity can be maintained. Equity in number of games, meets, and matches, especially for "like" sports, is a concern.</p>
Travel and Per Diem Allowances	X		<p>The school has a written travel policy which only contains information on Per Diem Allowances. This was discussed at the Gender Equity Review Committee meeting. During the interview sessions it was learned that the current Per Diem Allowances were not always followed. The School Administration and Gender Equity Review Committee should research existing policies from the BOE, School Administration, and possibly SBDM then combine and update them into one. This should then be approved by the School Administration and BOE as well as the SBDM. This policy should be reviewed yearly. <u>This action should be included on the T-60 Corrective Action Form for the 2011-2012 Annual Report.</u> A copy should be given to each head coach and a copy should be kept in the Permanent Title IX File.</p>
Coaching	X		<p>The pay schedule for coaches was included in the Permanent Title IX File. It is based on a flat rate. The salaries appear equitable. The number of coaches for "like" sports is equitable. <u>Reasons for any differences should be documented.</u> The students interviewed had no difficulty with access to any of their coaches. When coaching vacancies occur the school should give every effort to hiring qualified, experienced female coaches for female teams.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>The on campus outdoor athletic facilities are in excellent condition. The indoor facilities are older but in good condition. The softball and baseball fields are comparable. The pool is in very good condition. The golf teams use the Paintsville Country Club, the tennis teams use the Paintsville City Park, and the cross country teams practice some on campus and hold meets at Paintsville Lake. The gymnasium is older but is well maintained. The gym has banners and pictures recognizing outstanding accomplishments for sports teams. There are outstanding graphics in the gymnasium.</p> <p>The school has eleven locker rooms. Two are located in the middle school which is on the same school grounds as the high school. The tennis teams use these locker rooms. The majority of the locker rooms are equitable. The main difference in the locker rooms observed on the Revisit was between the girls and boys basketball locker rooms. The boys had a room that was furnished as a type of lounge area with a large television and the girls did not. The most serious difference was in the restroom area of the girls' locker room. There was one stall and two urinals. There is no reason for the girls' restroom to have urinals. This should be the school's first priority for correction. The school should make plans to change the urinals in the girls' basketball locker room to commodes. This plan should be included on the T-60 Corrective Action Plan in the 2011-2012 Annual Report.</p> <p>The majority of the eleven locker rooms did not have lockers that could be locked. This situation should also be addressed as soon as possible.</p> <p>There were more than twelve storage areas for sporting equipment and supplies. The storage was equitable.</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The school does not have a trainer at this time. Physicals are offered free to all athletes two to three times a year.</p> <p>There were numerous washers and dryers available on school grounds.</p> <p>The school has two weight rooms. One is strictly for football and wrestling. It is located in the field house by the football stadium. It had approximately eighteen stations. It was clean and well organized. This weight room did not have equipment suited for female lifters.</p> <p>The second weight room was located in the pool building. Some female teams use this room. At the time of the visit the room was not well lit. It appeared to have approximately eight stations and one universal machine. The room was crowded and did not appear to have very many light weight plates, bars, dumbbells, or belts. The room needs improved lighting, and if deemed needed by the coaches of female teams more light weight equipment. The room could use some posters or school graphics on some of the walls. Improvements should be included on the T-60 Corrective Action Plan for the 2011-2012 Annual Report.</p> <p>The weight room schedule was posted for the weight room in the pool building.</p>
<p>Publicity</p>	<p>X</p>		<p>The school has one cheerleading squad that cheers for all football games, and all home boys and girls basketball games including all district and tournament games.</p> <p>There were no programs, calendars, pocket schedules produced for any team.</p> <p>The athletic teams and athletes appear to get recognition through the school newspaper, community newspapers, school TV channel, school announcements, school web site, bulletin boards, and pep rallies. The pep rallies seem to be given mainly for football and teams headed to state competitions.</p> <p>The use of school colors and graphics is</p>

			<p>incorporated through out the school and athletic facilities. Numerous trophy cases hold awards for all activities. Banners for post season accomplishments are located in the gym and at other outdoor facilities.</p> <p>The school has a written recognition policy. It is recommended the Gender Equity Review Committee review this and include all methods of recognition, such as letters and bars, rings, banners, certificates, banquets, etc. into one policy. This policy should include all criteria for earning each award. This review and revision of the recognition policy should be included on the T-60 Corrective Action Plan of the 2011-2012 Annual Report.</p>
Support Services	X		<p>The athletic spending for 2008-2009 shows the difference of \$34 more spent on each male athlete than female athlete. In 2009-2010 the spending difference was \$206 more per male athlete than female. In 2010-2011 the difference was \$110 more per male athlete than female. Schools with a football program are allowed \$100 more per male athlete than female. The budgets are reviewed over a two to three year period. The school's budget over a three year period is considered equitable but over a two year period it is not.</p> <p>The School Administration and Gender Equity Review Committee must be diligent in monitoring this. Inequity can occur quickly. The budget forms T-35 and T-36 of the Title IX Annual Report should be reviewed and discussed yearly. The <u>school</u> must provide equity in this area.</p> <p>Most sports teams have booster clubs. There are signed agreements included in the Permanent Title IX File. The booster club money is kept off campus. The Principal does not prior approve booster club spending.</p> <p>It is recommended that the booster club spending procedures be changed and the Principal approve all spending prior to purchasing by any party. It is also recommended that any policy that is reviewed and changed be shared and explained to each booster club if the clubs' actions could affect</p>

			<p>policy adherence.</p> <p>There is an office for the Athletic Director and six offices for coaches. The office for the girls' basketball coach should be changed. At the present time is not easily or safely accessed. At the time of any school/gymnasium renovation moving and improving this office should be a priority.</p> <p>The school has a good Athletic Handbook.</p>
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 2010-2011 T-60 had two items; the softball field conditions still had several spots on the outfield that needed addressed, and the sports complexes need to add aesthetic details to their entrances.

THE FOLLOWING ITEMS ARE NOT DEFICIENCIES AT THIS TIME BUT MUST BE COMPLETED.

1. The School Administration and Gender Equity Review Committee should review and update the uniform replacement rotation schedule and include the actions taken on the T-60 Corrective Action Plan in the 2011-2012 Title IX Annual Report due in the KHSAA office by April 15, 2012.

2. The School Administration and Gender Equity Review Committee should combine and update the travel and per diem allowances policy and include the actions taken on the T-60 Corrective Action Plan in the 2011-2012 Title IX Annual Report due in the KHSAA office by April 15, 2012.

3. The School Administration, Gender Equity Review Committee and the BOE should produce a plan to change the urinals to commodes in the girls' basketball locker room as soon as possible and include the plan on the T-60 Corrective Action Plan in the 2011-2012 Title IX Annual Report due in the KHSAA office by April 15, 2012.

4. The School Administration and Gender Equity Review Committee should produce a plan for improving the weight room in the pool building and include the plan on the T-60 Corrective Action Plan in the 2011-2012 Title IX Annual Report due in the KHSAA office by April 15, 2012.

5. The School Administration and Gender Equity Review Committee should revise, combine and expand the school's recognition policy to include all methods of recognition the school uses and include the actions taken on the T-60 Corrective Action Plan in the 2011-2012 Title IX Annual Report due in the KHSAA office by April 15, 2012.

6. The School Administration and Gender Equity Review Committee should produce a plan to improve the office of the girls' basketball coach and include the plan on the T-60 Corrective Action Plan in the 2011-2012 Title IX Annual Report due in the KHSAA office by April 15, 2012.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None – The deficiency given in 2003-2004 in the benefit category of Scheduling of Games and Practice Times has been corrected.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Darren Gamble

District Level Title IX Coordinator: Harry Burchett

Name	Title	Telephone
Dwight Chafins	Boys and Girls Swim Coach and Boys Soccer Coach	606-253-7713
Clara Chafins	Student Athlete	606-253-7334
Darren Gamble	Athletic Director	606-789-2500
Joey Estep	Assistant Principal	606-789-2500
Stuart Cook	Assistant Principal	606-789-2500
Noel Crum	CTE Principal	606-789-2500
Harry Burchett	District Title IX Coordinator	606-789-2530
Will Meek	Student Athlete	606-367-7165
Phillip Wireman	Principal	606-789-2500
Gordon Boccock	KHSAA Audit Member	859-299-5472
Reba Woodall	KHSAA Audit Member	859-299-5472

10. Comments

It is apparent that school personnel and students are proud of their school and support Johnson Central High School Athletics. They seem willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The athletic facilities for Johnson Central High School are outstanding.

All the items listed on page ten of this report should be completed as soon as possible. All items suggested throughout this report should be considered serious items for continued gender equity and can be included on the Corrective Action Plan. The Gender Equity Review Committee should take a tour of all facilities, indoor and outdoor, and include all locker rooms, storage areas, and coaches offices. It was noted by the Re-visit members that there was one female committee member at the Gender Equity Review Committee meeting.

If at any time questions concerning Title IX arise, please contact the KHSAA for clarification and/or help.

A quorum was present for the Gender Equity Review Committee meeting.

No one from the community attended the Public Forum at 5 p.m.

The KHSAA Re-visit Team left the school at 5:35 p.m.