



TITLE IX FINAL AUDIT REPORT

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

School: **Johnson Central High School**

Reviewed By: **Fran Edwards**

Date of Visit: **October 29, 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)

X	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

Were the calculations performed correctly? Yes No

Comments:

Based on the information provided in the 2003-2003 Annual Report, it appears that Substantial Proportionality is an area of compliance. Of the 981 students attending Johnson Central High School, 480 were female or 49% of the total enrollment. Of the 495 athletes, 229, or 46%, were females. The percentage of total participation, 46%, compared to the percentage of total enrollment, 49%, is within three percent, likely compliance with 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

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:

Full and Effective Accommodation of Interests and Abilities also appears to be an area of compliance. For the 2002-2003 school year, seven varsity, seven junior varsity and three freshman teams are offered for a female enrollment of approximately 480.

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

Comments:

During the 2003-2003 school year, students in grades nine through twelve responded to the Interscholastic Athletics Survey during the Advisor/Advisee period. Approximately 63% of the surveys were returned. It is recommended that in the future a return rate of 70% be attained to ensure a representative sample. For this year, school personnel plan to survey students in grades eight through eleven.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The Accommodation of Interests and Abilities is rated as satisfactory. Based on responses to the Interscholastic Athletics Survey, it is suggested that school personnel continue to monitor and document interest in soccer. Also, consideration should be given to whether competition with other soccer teams is within reasonable travel distance from school.
Equipment and Supplies	X		The quantity and quality of uniforms are comparable for male and female athletes. Uniforms are replaced on an "as needed" basis. It is recommended that the Gender Equity Review Committee develop a written policy covering the purchase of replacement uniforms.
Scheduling of Games and Practice Time		X	An early/late rotation, on a weekly basis, is in place for use of the gymnasium floor by the basketball teams. For the 2003-2004 basketball season, the girls will play two of the twelve home games during "prime time." This represents 17% of their home games. It is recommended that 50% of the home games are during "prime time" and that future schedules will reflect movement toward this standard.
Travel and Per Diem Allowances	X		The school pays for transportation to away athletic contests. During the regular season, there is a \$5.00 allotment per athlete for meals; this amount is increased for tournament play. The Gender Equity Review Committee is encouraged to develop a written policy regarding the allotment for food.
Coaching	X		A copy of the board approved salary schedule for coaching positions is to be maintained in the school's permanent Title IX file. Pay and experience levels are comparable for coaches for male teams and coaches for female teams.

<p>Locker Rooms, Practice and Competitive Facilities</p>	<p>X</p>	<p>The Johnson Central High School gymnasium, built in 1968, is well maintained. It is suggested that the Gender Equity Review Committee write a policy for the display of banners in the gym and awards in the cases located in the foyer. The gym houses four locker rooms – one for girls’ athletics, one for boys’ athletics, one for boys’ physical education and visiting teams, and one for girls’ physical education that is used by visiting teams and the wrestling team. The swimming complex includes the pool as well as a boys’ and a girls’ locker rooms. The pool and surrounding area appears to be well maintained. The field house, completed in 1975, is currently being renovated. The expansion, to be completed by spring, 2004, will include new locker rooms for track and football as well as new restrooms. The weight room, which is housed in this facility, is used by various teams with the “sport in season” given priority. It is recommended that a schedule for the weight room be posted. A six-lane track surrounds the football field; a rubberized surface was added approximately one and a half years ago. The baseball/softball complex is located on campus. Both fields have concrete dugouts, protective covering on the fences, lights, scoreboard and bleachers. A concession stand and restrooms are accessible for game attendees. Future plans include renovating the locker rooms for these two teams. Meets for the cross country teams and matches for the golf teams are held off campus. Overall, practice and competitive facilities are well maintained and comparable for male and female athletes. At this time, locker rooms would be rated as adequate. However, it must be mentioned that future plans include renovating several of these areas.</p>
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Medical and Training Facilities and Services	X		Several community doctors donate training services for student athletes.
Publicity	X		Seasonal schedule cards are printed for athletic teams.
Support Services	X		There are two cheerleading squads at Johnson Central; the boys' varsity and the girls' varsity. The boys' varsity cheers for football and boys' basketball home and away games and the girls' varsity performs at girls' basketball home and away games. Prospective cheerleaders choose which squad they would like to try out for and if not accepted for the first held squad try-out, they may try out for the succeeding scheduled audition. It is recommended that the Gender Equity Review Committee rethink the assignment of the cheerleading squads due to equity concerns. Perhaps consideration could be given to rotating the squads between the male and female teams or possibly moving to a one -squad format that performs for both teams. The school receives \$20,000 per year from the school board to supplement the budget for athletics. There are a number of booster groups which support the various teams. All groups are required to sign an agreement that defines their activities and booster organizations must receive approval for any fund raising activities.
Athletic Scholarships	N/A		
Tutoring	X		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

The Corrective Action Plan for Johnson Central encompasses not only athletics but also academic concerns; this results in a comprehensive approach to improving programming for students. Within the plan, specific individuals are identified as responsible for carrying out the activities; start dates and end dates are also indicated. The Corrective Action Plan is extensive; upcoming items for correction related to athletics include improvements in equipment/facilities for softball, baseball, track and wrestling.

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

7. **Facility Recommendations or Concerns**

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:

(Assignment of Cheerleaders) On or before **January 15, 2004**, school personnel are to submit to KHSAA offices a detailed plan regarding the assignment of the cheerleading squad(s). The current assignment, the boys' varsity to male only teams and the girls' varsity cheerleading squad to a female team only, appears to be inequitable. It is the opinion of the KHSAA Audit Team that this approach to cheerleader assignment is, at best, questionable. Consequently, the plan forwarded to KHSAA offices must alter the current practice or must substantiate that the present assignment is inherently equitable.

(Prime Time Contest/Girls' Basketball) On or before **January 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.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Harry Burchett

District Level Title IX Coordinator: Carol Sturgill

Name	Title	Telephone
Danny Joe Daniels	School Board Member	(606) 789-8327
Arnold Rowland	Personnel Director	(606) 789-2530
Alice Daniel	Student	(606) 789-5517
Karen Salyer	Parent/YSC Director	(606) 789-8895
Noel D. Crum	Asst Principal/Curr. Dir	(606) 789-2500
Phillip Wireman	Asst Principal/ Coach	(606) 789-2500
Lisa Wireman	Teacher Asst/Coach	(606) 789-4133
Deborah Melvin	Teacher/Coach	(606) 789-4133
Steve Whitaker	Principal	(606) 789-4133
Steve Trimble	Principal	(606) 789-2500
Zella Wells	Asst Superintendent	(606) 789-2530
Harry Burchett	Athletic Director	(606) 789-2500
Fran Edwards	KHSAA Audit Team	(859) 299-5472

10. Comments

The Johnson Central High School Gender Equity Review Committee is representative and composed of community members, school personnel and a student. As noted previously, the Committee takes a comprehensive approach, including both athletics and academics, to the implementation of Title IX. It is very apparent that the Committee is dedicated to being an effective functioning group and supportive of program improvement for all students attending Johnson Central. Twelve of the committee members attended the meeting held during the KHSAA Audit Team's visit and the comments clearly reflect their commitment. The permanent Title IX file, which is extremely well organized and complete, also evidences the positive efforts of committee members.

Several members of the Gender Equity Review Committee plus four others attended the public forum scheduled for 6:00 pm.

Overall, opportunities and benefits are comparable for male and female athletes. School personnel and community members have endeavored to ensure equity. It is suggested that the addition of several written policies, as put forth in this report, would strengthen the athletic program. Also, it is recommended that the Gender Equity Review Committee rethink current practice relative to the assignment of cheerleaders and develop what is a more clearly equitable approach to providing this form of support for athletes. Finally, future girls' basketball schedules should have an increased number of "prime time" home basketball games; approaching the standard of 50% of home games set for "prime time". Nevertheless, overall, Johnson Central maintains a successful and equitable sports program for all students.