



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2001-2002 school year)

School: **Knox Central High School**

Reviewed By: **Fran Edwards / Julian Tackett**

Date Of Visit: **April 10, 2002**

Telephone Number of Reviewer: **(859) 277-0746**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Thru 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:

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:
Although the History and Continuing Practice of Program Expansion is not checked as an area of compliance, progress is being made. For the 2001-2002 school year volleyball was initiated and this team sport involved a total of twenty-five female participants.

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:

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

Yes No

Comment:
Students attending Knox Central High School were surveyed to ascertain their interest in athletic activities. Students in grades nine through twelve were surveyed.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		With the addition of volleyball for the 2001 season, it appears that the accommodation of interests and abilities is satisfactory for students. Besides volleyball, the sports of basketball, cross-country, fast pitch softball, golf, tennis and track are offered. Efforts should continue to be made to increase these opportunities in an effort to satisfy Title IX requirements.
Equipment and Supplies	X		The quality of uniforms is comparable for both male and female teams. Generally, away and home uniforms are replaced alternating years. It is recommended that the Gender Equity Review Committee develop a written policy governing the purchase and the replacement of uniforms for the various teams.
Scheduling of Games and Practice Time		X	The girls' basketball schedule for the 2001-2002 season included a total of ten prime time games, seven of which were boys/girls double headers. The number of games in the softball schedule is an issue that must be addressed immediately. It was reported that fourteen games were held in the 2000 season and twenty-two are listed for the 2002 season. It appears that progress is being made, however, in upcoming years there must be an increase in the number of the softball games to achieve parity with the schedule for baseball.
Travel and Per Diem Allowances	X		The cost of transportation is shared by the school board and school funds.
Coaching	X		Pay is comparable for both male and female sports. An explanation of the pay scales for the various coaching positions is to be kept in the school's Title IX File.

<p>Locker Rooms, Practice and Competitive Facilities</p>	<p>X</p>	<p>The gymnasium is in good condition and is well maintained. Fixtures for the volleyball standards will be installed this June and the gymnasium floor will be repainted. It is recommended that the Gender Equity Review Committee develop a written policy for the display of banners, honors, etc. for the walls in the gymnasium and for the cases in the foyer.</p> <p>The athletic and Physical Education locker rooms used by male and female participants are comparable.</p> <p>Recently a weight room adjacent to the gymnasium floor has been well equipped for female athletes. A field house includes a weight room as well as a dressing area that is primarily used by the football and baseball teams. Schedules for the use of the two weight rooms should be posted to ensure females an adequate opportunity for use.</p> <p>The track team practices at Union College and all meets are away.</p> <p>The "old" gymnasium is used for storage and also has a hitting cage that is used by both the softball and baseball teams. A schedule for the use of the hitting cage should be posted to ensure females have an adequate opportunity for use.</p> <p>The softball team holds practices and games at a field maintained by the city and it is located approximately one-half mile from the school campus. The baseball team plays at another park, Knox County Recreational Park, which is also approximately one-half mile from school. However, the two facilities are <u>not</u> comparable; the baseball complex includes lights, an electronic scoreboard, dugouts and a press box.</p> <p>The Knox County park also has three tennis courts that are available for the girls' and boys' tennis teams.</p>
<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>Knox Central has a contract with Kentucky Physical Therapy to provide medical and training services.</p>

Support Services	X		Forms T- 35 and T – 36, Budgets – Program Comparison Charts 1 and 2 are to be resubmitted. A Booster group, 12 th man club, was organized this year. It is imperative that the administration oversee this to insure that fund raising activities and expenditures by this group are appropriate in light of the total athletic program. The school 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. The school should require through policies approved at the school, site based, 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.
Athletic Scholarships**			NA
Tutoring**	X		
Housing and Dining Facilities and Services **			NA
Recruitment of Student Athletes**			NA

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

The Corrective Action Plan submitted with the 2000-2001 Annual Report included three items: (1) offer girls' golf again, (2) offer volleyball and (3) offer three-on-three tournaments as intramural competition.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- The primary deficiency noted is the appearance that the school may not be in compliance with any of the parts of the compliance test. Though a final determination is not the jurisdiction of this office, it would appear that the school could better comply by continuing to address additional opportunities for females in compliance with survey results.
- The overall deficiencies include disparities in the quality of the baseball and softball facilities and the lack of athletic opportunities for girls. Though the softball and baseball games are played at off-site facilities, the softball facility has obvious

<p>Publicity</p>		<p>X</p>	<p>Schedule cards are printed for all teams. Policies should be developed by 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.</p> <p>Immediate steps should be taken to implement a policy specifying the criteria and qualifications for the placement of banners/pictures in the gymnasium and commons area to ensure that all participants have an equal opportunity for this prime-time exposure.</p> <p>The administration should continue its' efforts in an expedited manner to clarify the issue of trophy and memorabilia display. This cannot be left to the haphazard thoughts of any coach or participant, but should be a systematic approach, that will ensure the equal treatment of all participants.</p> <p>The assignment of cheerleaders to athletic contests must be restructured for the 2002-2003 school year. For this past school year there was a boys' squad that cheered only for male events and a girls' squad that cheered only for female events. Several alternatives exist including: one squad for both male and female events or two squads that are rotated between male and female events. Perhaps school personnel can design another approach that is acceptable; however, the current practice cannot continue.</p>
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shortcomings when compared to baseball. Lack of lights, lack of a press box, lack of visible scoreboard, minimal bleachers, and a single portable toilet all are items that need addressing. This is particularly important when compared to the quality of the baseball field. Efforts should be made to upgrade the existing softball facility, utilizing improvements that could be transferred to the new school when completed, or negotiations entered into with the local college for co-use of that facility.

- The school is in need of a written athletic policies manual. The current coaches and athletic staff have amicably and satisfactorily resolved many of these issues, encountered upon examination of the facilities and operations. However, documentation of these policies will ensure equal and consistent treatment in the future.
- School representatives must aggressively and immediately address the issue of oversight of the booster organizations as mentioned in Item 4. While many athletic programs could not be operated without the involvement of booster organizations, overzealous and unreported actions could place the school contrary to federal, state or local law if not monitored.
- Efforts must continue to develop comparable schedules for softball and baseball. This is an immediate and pressing problem and must not be left to the sole discretion of the coaching staff.
- The structure and/or assignment of the cheerleaders for athletic events is to be changed or modified so this benefit is equivalent for both male and female teams.

7. Facility Recommendations or Concerns

It is strongly recommended that school personnel and the Gender Equity Review Committee address the issue of the disparity between the softball and baseball facilities. The Audit Team is aware that the planning process for a new high school on property large enough to accommodate all athletic facilities has been initiated. However, potentially a period of four years could lapse before an analogous situation for baseball and softball is a reality. A four-year wait is not acceptable and it is essential that a solution be formulated.

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 by **May 15, 2002**.

**Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2
Form T-35 and Form T-36, Budgets – Program Comparison Charts 1 and 2
Team Charts for Girls' Golf
Team Charts for Boys' Golf**

(Selection of Cheerleaders) The school is 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).

(Softball) The school is requested to provide information to the KHSAA regarding their plan to provide for needs identified with the scheduling of games and the facility for 2003 play.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Bill Swafford

District Level Title IX Coordinator: Malena L. Bingham

Name	Title	Telephone
Brandon Elam	Teacher/Coach	(606) 545-5273
Allen Storie	Principal	(606) 546-9253
Bill Swafford	Athletic Director	(606) 546-9253
Barbara Messer	Bookkeeper	(606) 546-9205
Heather Louchlon	Teacher/Coach	(606) 526-9766
Fran Edwards	Audit Team	(859) 277-0746
Julian Tackett	Audit Team	(859) 299-5472

10. Comments

It is apparent that the Gender Equity Review Committee at Knox Central has made efforts to promote the athletic program in a positive and equitable manner for both male and female participants. Based on comments made during the Audit Team's visit, there is a high level of commitment to fulfilling the intent of Title IX and the committee is to be commended for their work. However, the work of the committee would be enhanced with the addition of student representatives.

As noted in this report, there are several concerns that need to be resolved prior to the completion of the new high school, primarily pertaining to softball and cheerleading. Additionally, the data for the 2001-2002 update does suggest that the History and Continuing Practice of Program Expansion is an area of compliance for the opportunities component. However, school personnel and community members involved in the athletic program are urged to continue their efforts to promote a high level of participation by female students.

Community members elected not to attend the public forum and the meeting was adjourned at 6:10 pm.