

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

(For schools re-visited during the 2014-2015 school year)

School: Knox Central High School
 Prepared By: Sharon Tippett
 Date of Re-Visit: November 13, 2014
 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

Improvement Plan Summary Charts (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
	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: The rosters and data submitted indicate that the school has met the standard established in Test One for provision of athletic opportunities during the last two consecutive school years (2012-2013 and 2014-2014). The 3013-2014 Annual Report shows that females were 44.9% of the school's annual enrollment and they made up 49% of the school's athletic participants.

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 and rosters submitted to the KHSAA, Knox Central High School has not met the standard to Test 2 for 2013-2014 school years.

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: The results of the most recent student-athlete interest survey (2013-2014) were submitted incorrectly, therefore it is impossible to determine if the standard established in Test Three for athletic opportunities is being met.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: The T-63 form in the 2013-2014 annual report indicated that a 95.7% completion rate was received on the most recent survey. Unfortunately the form showed no student interest for all sports and sports activities listed.

4. Checklist of the Title IX Components of the Interscholastic Program			
Accommodation of Interests and Abilities	X		<p>According to the data submitted, the school met the standard for Test 1, Substantial Proportionality. In relation to Test Three, the student athletic interest survey was submitted incorrectly. This survey must be correctly completed in order to determine if the standard established in Test Three is met for school year 2014-2015.</p> <p>(See KHSAA recommended action)</p>
Equipment and Supplies	X		<p>The October 21, 2008 Title IX School Visit report deemed this category to be deficient stating that the school had no uniform review and/or replacement plan in place and that interviews with coaches it was unclear when and how uniforms were being replaced. The uniforms inspected during the visit showed there was a disparity in relation to the girls softball uniforms. These uniforms were inferior when compared with baseball in both quality and quantity supplied. The school's Title IX file contained a uniform rotation plan based on a five year review cycle. Interviews with student-athletes and coaches gave clear indication that this plan was not being followed.</p> <p>(See KHSAA recommended action)</p>
Scheduling of Games and Practice Time	X		<p>All shared facilities appeared to be assigned equitably. Schedules were filed for practice times, for use of the weight rooms, and for designated locker room spaces. These all showed equivalency for like sports.</p> <p>The field house provides an indoor practice facility for outdoor sports and written schedules showed equivalency for the teams involved.</p> <p>The number of like sports competitive events shows parity and equivalence.</p> <p>Even though storage space is limited, it appeared that all teams have an area in which to store equipment. The school provided no written documentation of the assignment of athletes storage space for teams.</p> <p>(See KHSAA Recommendation)</p>

Travel and Per Diem Allowances	X		<p>There were travel guidelines on file that are part of the Board of Education policies for the entire school system. This policy lacked specific parameters for travel and food and lodging. It is recommended that guidelines specific to the Knox Central High School athletic programs, be developed by the GEC that would provide parameters and per diem policies for all athletic teams. (See KHSAA Recommendations)</p>
Coaching	X		<p>A schedule for coaching salaries was posted in the Title IX file. Coaches salaries for like sports were comparable and equitable. Sixty-five percent of the coaching staff are on campus and therefore, the accessibility of coaches is very high. The ratio of coaches to athletes is comparable.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>There were documents on file revealing that shared facilities are used equitably. All locker rooms appear to be equitable and to have similar amenities. There was written evidence of locker room assignments for all teams.</p> <p>All competitive fields are located on campus with the exception of golf, tennis, and bowling teams. The golf teams travel about 12 miles, tennis plays 6 miles away at Union College, and the bowling teams use Forest Lanes at Corbin, KY.</p> <p>The softball and baseball fields are both on campus and are comparable, having identical amenities.. There is a batting cage at the baseball field, but the batting cage at the softball field is currently being replaced. If this batting cage is not completed by April 25, 2015, it is requested that written notice be sent to the KHSAA explaining the reason for non-completion and the projected target date for finishing the project.</p> <p>(See KHSAA recommended action)</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>There are two weight rooms available. One is located in front of the gym and easily accessible to all athletes. There is a schedule posted outside the weight room for use. The weight room is female friendly with appropriate equipment. The other weight room is located at the field house and is used primarily by the football and baseball teams. Other teams, including female athletes use it occasionally, but not on a regular schedule. The equipment is primarily heavy equipment. There is no trainer available.</p> <p>A copy of an Athletic Facility Emergency Medical Action Plan was in the Title IX file.</p>
<p>Publicity</p>	<p>X</p>		<p>There was evidence in the Title IX file of guidelines for banner displays, but none for awards, picture displays, or banquets. It was unclear as to the status of awards benefits to athletes. Interviews with student athletes and coaches revealed that no awards were given except for honors from District or Regional Tournament play. It was also revealed that end of season banquets were not held. The T35/T36 forms revealed that money was spent on awards for girls and boys basketball teams, boys and girls golf teams, and the football team.</p> <p>It is recommended that guidelines be developed for awards, picture displays, and banquets.</p> <p>(See the KHSAA Recommendation)</p> <p>It was mentioned that a Hall of Fame is in the process of being developed. As this project develops, it is recommended that guidelines be developed and placed in the Title IX files. Scheduling of cheerleaders and other support groups appeared to be equitable.</p>

Support Services	X	<p>In the 2008-2009 Title IX Audit, it was recommended that there would be a written agreement between the high school and the football booster club. This agreement would ensure that the high school administration will oversee all expenditures, whatever the sources that provides benefits of any nature to the high school athlete and athletic teams. There was no written evidence of a signed agreement between the school administration and the football booster club. It was stated in the meeting of administrators and AD that the booster club gives the school a copy of their annual audit. It was suggested that a financial statement would be shared more often, perhaps monthly, to ensure more oversight by the school administration. A written contract signed by booster club officers and school administrators is recommended.</p> <p>(See KHSAA Recommendations)</p> <p>Another area of concern regarding the booster club spending is with the T35/T36 forms. The only Booster Club spending recorded on the 2013-2014 Annual Report was \$700 for football awards. Previous reports from 2011-2012 and 2012-2013, indicated no money spent by the booster club. It appears as if the T35/T36 forms are not being correctly reported.</p> <p>(See KHSAA Recommendations)</p> <p>Other than the football team, the athletic teams rely on fundraisers to help with their expenses. These funds are placed in the school account and to make a purchase, the procedure is to go to the bookkeeper, acquire a purchase order, and get approval from the Athletic Director or Principal.</p> <p>The 2013-2014 report showed the per/athlete spending favored the male participant. For this reason, plus, the inconsistent records of Booster Club spending, steps need to be taken that would ensure spending for athletic benefits are within the accepted parameters.</p>
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Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

Locker Rooms at the Track and Softball Field. Plans are to build locker rooms at the football field for cross country (boys and girls), track (boys and girls), and softball. These were to be completed Sept. 1, 2014.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletic programs. There are however areas of concern within the benefit categories of Equipment and Supplies, Scheduling of Games and Practice Times, Travel and Per Diem Allowances, and Support Services. There are also recommendations for improvement in the area of Accommodations of Interest and Abilities.

7. KHSAA recommended action in relation to new deficiencies

Although no deficiencies were assessed as a result of the November 13, 2014 Title IX School Visit, the following is a list of recommendations that should be addressed by the school in an attempt to ensure the provision of equitable opportunities and benefits:

(Accommodation of Interest and Abilities) – On or before **April 15, 2015** the school is to submit to the KHSAA a T-63 form with the results of the 2013-2014 student-athlete interest survey.

(Equipment and Supplies) – On or before **April 15, 2015** the school is to submit to the KHSAA a written uniform review rotation and/or replacement plan which shows "equivalence of provision" for all teams of *like sports." This document is to be signed by all head coaches of athletic teams at Knox Central High School the school's Athletic Director, and members of the school's Gender Equity Review Committee.

(Scheduling of Games and Practice Times) – On or before **April 15, 2015** the school is to submit to the KHSAA a written listing of athletic equipment storage space assigned to each team.

(Travel and Per Diem Allowances) – On or before **April 15, 2015** the school is to submit to the KHSAA a listing of the regulations for equitable provision of travel and per diem for

student-athletes. These regulations should address the mode of transportation, the provision of meals, and the provision of lodging.

(Locker Rooms, Practice and Competitive Facilities) – On or before **April 15, 2015** the school is to submit to the KHSAA pictures of the newly completed batting cage at the softball field.

(Publicity) – On or before **April 15, 2015** the school is to submit to the KHSAA written guidelines calling for equity of provision relation to athletic awards, posting of pictures, and providing athletic banquets.

(Support Services) – On or before **April 15, 2015** the school is to submit to the KHSAA the mechanism that is in place for oversight of boosters for the provision of equitable benefits.

The Annual Title IX Report submitted to the KHSAA on **April 30, 2015** is to include all spending sources for all athletes including booster club as well as school funds.

8. KHSAA recommended action in relation to reoccurring deficiencies

The October 21, 2008 school visit report designated deficiencies in the benefit categories of Equipment and Supplies, Locker Rooms, Practice and Competitive Facilities, Medical and Training Facilities and services, Publicity, and Support Services. The current report does not deem any of these categories to be currently deficient.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jeff Canady

District Level Title IX Coordinator:

Name	Title	Telephone
Evan Lay	Student Athlete	606-546-9253
Melanie Gregory	Student Athlete	606-546-9253
Marcus McKeehan	Teacher/Softball Coach	606-546-9253
Wendi Messer	Career Counselor/G Basketball Co.	606-546-9253
Jeff Canady	AD- K-12	606-546-9253
Tim Melton	Principal	606-546-9253
Renee Adams	Teacher	606-546-9253
Marsha Barrett	Bookkeeper	606-546-9253
Brandon Hellard	YSC Coordinator, Asst. G. BB Co.	606-546-9253
Gary W. Lawson	KHSAA Title IX Auditor	502-545-3393
Sharon Tippett	KHSAA Title IX Auditor	859-533-2721

10. Comments

The Athletic Director and school administrators were very hospitable and welcoming. The school's Title IX file, for the most part, was acceptable, but it does need better organization. The student athletes at Knox Central High School are fortunate to have a variety of opportunities. The school officials are to be commended for making these opportunities and facilities available. When the recommendations are acted upon, the school can be assured of total compliance with Title IX requirements and can be a model school for others to follow.

The public forum was scheduled for 3:00 PM in the school library. With no one in attendance, the audit team left Knox Central High School at 3:20.