



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

(For schools re-visited during the 2008-2009 school year)

School: **Lynn Camp High School**
Prepared By: **Gary W. Lawson**
Date of Re-Visit: **February 18, 2009**
Telephone Number of Reviewer: **(502) 875-3817**
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)

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: According to data and calculations submitted by the school and corrected by KHSAA representatives, the school is currently meeting the standard established in Test 1 for provision of athletic opportunities.

- 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 calculations submitted by the school, it has met the standard established in Test 2 for provision of athletic opportunities during school years 2005-06 and 2006-07, but is not currently meeting that standard.

- 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 and responses submitted by the school, it is not currently meeting the standard established in Test 3 for provision of athletic opportunities. The most recent student athletic interest survey shows indicated interest in girls soccer as well as girls golf.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: According to data submitted as well as interviews with school officials, it appears that the student body was properly surveyed in relation to athletic interests. The school received a 100% return rate on its most recent student 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 and calculations submitted by the school, it is currently meeting the standard established in Test 1 for provision of athletic opportunities. The school currently offers eleven total teams for female participation and the same number for male athletes. KHSAA representatives suggested that school officials pursue the indicated interests on the student athletic survey in regards to meeting the standard established in Test 3 for provision of athletic opportunities. KHSAA representatives reviewed the school's Title IX file. It was found to contain the most recent self-study, all the annual reports to KHSAA, a board-approved salary schedule for coaches, several written communications with KHSAA relating to softball field construction, sample game schedules for all sponsored sports, annual booster club reports, written usage schedules for shared athletic facilities (see Medical and Training Facilities and Services and KHSAA Recommended Action), team practice schedules, written guidelines regarding awards and recognition of athletic accomplishments, written designation of athletic storage space assigned each team, and written guidelines relating to provision of travel and per diem. The file does contain some written Gender Equity Review Committee meeting minutes for the past five years. <u>These minutes do not indicated that the required minimum number of gender equity meetings were held.</u> School officials were reminded that a minimum of three Gender Equity Committee meetings are to be held each year. Written minutes for all of these meetings are to be placed in the Title IX file. School officials were encouraged to continue to develop a comprehensive and user friendly Title IX file.</p>

Equipment and Supplies	X		<p>All uniforms reviewed during the visit appeared to show equivalence. The October 28, 2002 school report requested that a written uniform review and/or replacement be developed and implemented. According to interviews with school officials, these guidelines were developed and used for a short period of time, but no guidelines are currently being followed. (See KHSAA Recommended Action.) According to the re-visit form and the 2007-08 annual report, the school is spending approximately \$48 per female athlete compared to \$73 per male athlete for the provision of equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>According to the schools' re-visit form, the number of competitive events scheduled for like teams appears equitable except for the 2007-08 school year when 28 baseball contests were scheduled compared to 18 softball contests. School officials were cautioned to monitor these teams in relation to scheduling this school year. The school's 2007-08 post season girls basketball schedule posted on the KHSAA web site showed that 43% (6/14) of their home games were played on prime dates, and the current minimum standard for prime time play was being met. The school's 2008-09 schedule posted on the KHSAA web site indicates that 56% (5/9) of their home games are to be played on prime dates, and four of the five prime date games are to be played during the prime time slot.</p>
Travel and Per Diem Allowances	X		<p>This category was impossible to fully evaluate due to the school's failure to report expenditures for travel and per diem on its T-35 and T-36 forms. (See KHSAA Recommended Action.) Interviews with school officials during the most recent visit indicate that travel and per diem expenditures for high school athletes can be collected and reported to KHSAA on all future annual reports. The October 28, 2002 school report requested that written guidelines be developed relating to provision of travel and per diem for student athletes. The most recent visit showed that guidelines had been developed and were a part of the Title IX file. Interviews with coaches and student athletes indicated that parity exists</p>

Travel and Per Diem Allowances Cont'd.			in this area.
Coaching	X		According to the school's 2007-08 annual report, the number of coaches provided for "like" sports appears equitable. According to the re-visit form, the total amounts expended for coaches' salaries indicates equivalence. A review of the district's extra service salary schedule shows parity. According to the school's re-visit form, 100% (6/6) of the girls teams head coaches are on-campus employees compared to 86% (6/7) of the boys head coaches being employed on campus.
Locker Rooms, Practice and Competitive Facilities		X	The most recent visit showed locker rooms provided were equitable and shared dressing areas were assigned with equivalence as a priority. Athletic equipment storage areas appear to be assigned equitably. The major area of disparity in this category has been the provision of a practice and game facility for girls softball. The October 28, 2002 school report stated that "a plan for an on-campus softball facility should be developed." All corrective action plans submitted to KHSAA from April 15, 2002 until April 15, 2008 have called for the construction of a softball field. Over the past two years KHSAA representatives have communicated with school officials on numerous occasions attempting to encourage the school to provide some equivalence in this area. (See KHSAA and school Title IX files.) Interviews with student athletes and comments from community members during the recent school visit revealed the frustrations with provision of fairness in this area. At this point, plans have been drawn for the new on-campus facility which show similar amenities to those provided at the baseball field. The plans and financing of the project have been approved by the Knox County Board of Education. A massive amount of dirt has been brought to the site. Weather problems have slowed work on the project, and unfortunately, the completion date has been moved back to the point that it seems Lynn Camp will play another season of softball without a home game facility. Therefore, this

Locker Rooms, Practice and Competitive Facilities Cont'd			area is deemed deficient and will remain so until the school reports that the project is finished and the new field is inspected by representatives of KHSAA to insure that equitable amenities are provided. (See KHSAA Recommended Action.)
Medical and Training Facilities and Services	X		The school is currently in the process of constructing an athletic field house which will contain a new weight training room. KHSAA representatives discussed with school administrators the provision of proper training equipment in the new facility in order to meet the needs of female athletes. The October 28, 2002 audit report requested a "publicly-posted" usage schedule for the school's current weight training room. The recent visit revealed a vague plan for usage had been developed. The plan did not appear to provide for equity of use. This plan needs to be expanded to include assigned blocks of time for teams using the facility. (See KHSAA Recommended Action.) When this new schedule is completed, it should be posted at the existing facility and also placed in the Title IX file. The school does not provide any athletic training services. The school is not involved in the provision of physical examinations for student athletes.
Publicity	X		The expenditures for publicity, recognition, and awards as reported on the school's re-visit form appear to show parity. School officials were alerted to the need to insure that allotments granted for awards are equivalent. The school currently sponsors one cheerleading squad that performs at all home games and away games within a 25 mile radius of the school for football and boys and girls basketball.
Support Services	X		The school currently has two active athletic booster clubs—football and boys basketball. School officials were cautioned that since both booster organizations represented boys sports, monitoring was necessary to insure their expenditures did not cause a disparity to exist in any benefits areas. EXPENDITURES IN THIS AREA COULD NOT BE FULLY EVALUATED DUE TO THE SCHOOL'S FAILURE TO REPORT TRAVEL EXPENDITURES AND THE FAILURE TO

Support Services Cont'd			PERFORM REQUIRED CALCULATIONS PROPERLY. (See Travel and Per Diem and KHSAA Recommended Action.) The 2006-07 annual report as corrected by KHSAA representatives and without any expenditures for travel appears to be within acceptable parameters on both a percentage and per athlete basis. The 2007-08 annual report, again without travel expenditures, appears to be outside acceptable parameters on both a percentage and per athlete basis. IT WAS EMPHASIZED TO SCHOOL OFFICIALS THAT FULL AND ACCURATE DISCLOSURE OF ALL ATHLETIC EXPENDITURES SHOULD BE SHOWN ON THE APRIL 15, 2009 ANNUAL REPORT. IF THIS DISCLOSURE SHOWS DISPARITY, THEN SPECIFIC STEPS OF CORRECTIVE ACTION ARE TO BE OUTLINED ON THE SCHOOL'S T-60 FORM.
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 Corrective Action Plans for the past five years call for the following:

- construction of a softball field (every year from 2002 through 2008);
- better administrative oversight of expenditure discrepancy.

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

The major observed deficiency at the school has been the failure to provide a facility for games and practice for the softball team. This long overdue project is currently under way and, hopefully, will be completed by early summer, 2009.

Although not designated as deficiencies at this time, the following areas of concern need to be addressed in order to maintain a non-deficient status in a number of categories.

- A review and/or replacement plan needs to be developed and implemented in an attempt to insure that equivalent uniforms are provided for all teams.
- Expenditures for all travel and per diem should be reported and evaluated for equivalence.
- A fair and equitable usage schedule for the weight training facility should be developed and implemented.
- The school's Title IX coordinator should attend training on proper completion and submittal of Title IX reports and related information.

7. **KHSAA Recommended Action in relation to new deficiencies**

(LOCKER ROOMS, PRACTICE, AND COMPETITIVE FACILITIES)

Continued progress reports are to be sent in writing to KHSAA relating to the completion of the girls softball field. These reports are to be sent on the following dates: March 30, 2009, April 30, 2009, and May 29, 2009 (if necessary). The April 30, 2009 and May 29, 2009 reports are to include pictures of the field as it exists on that date. The school is also to notify KHSAA when the project is completed and a KHSAA representative should be sent to the site to evaluate the amenities for equivalence.

Although the following "areas of concern" are not currently designated as deficient, the actions listed should be taken in an attempt to maintain a "non-deficient" status in the designated categories.

(Equipment and Supplies) On or before April 13, 2009, the school is to submit to KHSAA a written uniform review and/or replacement plan that shows equivalence of provision in this area.

(Travel and Per Diem Allowances) The school's April 15, 2009 annual report is to contain full and complete disclosure of all expenditures for athletic travel and provision of per diem for student athletes.

(Medical and Training Facilities and Services) On or before April 13, 2009, the school is to submit to KHSAA a written usage schedule for the weight training room. This schedule is to include specific time slots allotted for all teams using this facility. This completed schedule should be posted at the facility and placed in the Title IX file.

(Support Services) The school's Title IX coordinator is to attend the first available Title IX workshop sponsored by KHSAA. A copy of the coordinator's certificate of attendance at the workshop is to be mailed to KHSAA and placed in the Lynn Camp High School Title IX file as well as at the KHSAA office.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the October 28, 2002 audit report, therefore, no re-occurring deficiencies exist at this time.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Danny Green, 100 N. KY 830, Corbin, KY 40706
(606) 528-5429

District Level Title IX Coordinator: Malena O'Daniel, 200 Daniel Boone Dr., Barbourville, KY 40906
(606) 546-3157

Name	Title	Telephone
Gary W. Lawson	Independent Contractor	(502) 875-3817
Brian Phillips	Softball Coach	(606) 528-5429
Kim Bullard	Girls Tennis Coach	(606) 528-5429
Anthony Pennington	Boys Basketball Coach	(606) 528-5429
Richard Jones	Girls Basketball Coach	(606) 528-5429
Larry Mills	Principal	(606) 528-5429
David Bullard	Girls Golf Coach	(606) 528-5429
Tommy Helton	Baseball Coach	(606) 528-5429
Gordon Bocock	Independent Contractor	(859) 299-5472

10. Comments

Six people from the community attended the Public Comments session. The meeting was adjourned at 5:40 EST.