



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

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

School: Menifee County High School
 Prepared By: Gordon Bocock
 Date of Re-Visit: December 12, 2011
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By:

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)

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 2010-2011 Annual Report showed that the girls at Menifee County had more participants than boys. The report indicated that 55.3% of the participation was female. This percentage is well above the percentage of female population which indicates that Menifee County is passing 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

Comments: The 2010-2011 Annual Report indicates that the current female participants added in the last five years is at 9%. This percentage is far below the 25% needed to pass Test 2.

- 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: Menifee County may or may not be passing Test 3. Not enough documentation to determine if the Gender Equity Review Committee is checking the actual interest shown on the Student Interest Surveys.

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

Comments: For several years the student interest surveys have shown an interest in volleyball. The Gender Equity Review Committee has been looking into the situation however; there is no documentation as to verify whether or not the interest is real and genuine.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	During the original audit in 2003 the school was deficient in this area because of a lack of effort to determine if the interest shown in volleyball was real and genuine. Since that time the student interest surveys have shown a continued interest in volleyball and only after a change in administration does their appear to be an initiative to see that the sport of volleyball is added to the sports offerings at Menifee County. After discussions with the new Athletic Director a plan is in place to address this issue. It is highly recommended that the Gender Equity Review Committee meet and put together a Corrective Action Plan that will show a step by step process to bring the school back into compliance in this area. A copy of this corrective action plan is to be included with the April 15, 2012 Annual Report.
Equipment and Supplies	X		When comparing the uniforms of the various sports offered it was determined that all were of excellent quality and quantity. A 5 year uniform rotation plan is currently on file, but the Athletic Director did inform us that coaches were asking for a 3 year rotation. The Gender Equity Review Committee has plans to review and update the Uniform Rotation Plan and send a copy to the KHSAA with the April 15, 2012 Annual Report. Spending in the area of Equipment and Supplies is currently in the parameters of equality, but the Gender Equity Review Committee needs to monitor this spending.
Scheduling of Games and Practice Time	X		Menifee County is currently in compliance with Prime Date scheduling with 57.1% of the girls games home games scheduled on prime dates. This past fall the boy's golf team played 17 matches compared to only 12 for the girl's golf team. The Gender Equity Review Committee needs to look at the schedules of all like sports to make sure they are getting the same equal opportunities.
Travel and Per Diem Allowances	X		It is recommended that the Gender Equity Review Committee evaluate the current Travel and Per Diem policy and update it to

			<p>cover all aspects of travel . . .</p> <ul style="list-style-type: none"> • School Board policies in regard to travel • Site Base policies in regard to travel • Method of travel to competitions • Method of travel to off campus practice • Travel distances • Meals allowances • Overnight Trips and Housing and allowances • Out of State trips <p>The Gender Equity Review Committee needs to forward an updated copy of the Travel and Per-Diem Policy to the KHSAA with the April 15, 2012 Annual Report.</p>
Coaching	X		<p>For the sports being offered by Menifee County there appears to be equity in quality of coaching in regard to number of coaches per sport and opportunities offered in each sport. A copy of the coaching salaries was present in the school's Title IX folder. Only two coaches are located on campus while others are located in other school buildings or work outside the school environment.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>At the present time only two dressing rooms are available to the athletes. The boys dressing room and girls dressing room are equal and are assigned to all the various sport teams.</p> <p>The schedule for the sharing of the gymnasium for girls and boys is kept in the schools Title IX file as well as being posted on the school's web page. Baseball and Softball play off campus at Menifee County Park and they have a contract to insure that the high school teams have the first right to scheduling of both softball and baseball games. It is recommended that the Gender Equity Review Committee travel to the site to observe the condition of both facilities and then to put together a plan that will keep these facilities safe and equitable for both teams. The soccer teams practice and play at nice soccer complex behind a local elementary school This facility is located approximately 10 miles from the high school campus. Both golf teams play at Carrington Greens Golf Course. The cross country teams practice on a very small course and all meets are away. The track and</p>

			field team has a very unique 300 Meter rubberized 3 lane track with venues for most of the field events. All track meets are scheduled away from home..
Medical and Training Facilities and Services	X		<p>Athletic physicals are provided by local doctors in June, but many of the athletes choose to go to family doctors. No athletic training is provided for any of the student athletes at Menifee County.</p> <p>There is no weight training room at this time but there are potential plans to include one in the new addition. Some free weights and universal equipment are in the corners of the two dressing room and it appears that boys and girls have equal access to the limited equipment. The Gender Equity Review Committee needs to start putting plans in place to make sure a new weight room is properly equipped for safety and female friendly with lighter weights and other accessories.</p>
Publicity	X		<p>The school has some written guidelines in place that address some areas of an Awards and Banners. The Gender Equity Review Committee needs to look at the current policy and make sure that it includes all aspects of Awards . . .</p> <ul style="list-style-type: none"> • Letters, etc. for various sports • Banquets for each sports and awards that will be presented to each sport • Banners and/or pictures that may be displayed in gymnasium, hallways and trophy cases • Team and Individual recognition . . .
Support Services	X		<p>There are two coaches' offices that are located in each of the two dressing rooms. All coaches have access, but it is mainly a boys and girls basketball office. The only storage space for various teams is the shower rooms in the two dressing rooms that have been converted into a storage area. Consideration should be given in the renovation for more athletic storage space.</p> <p>The school has oversight of the Booster Clubs and they do have signed agreements.</p> <p>Menifee County is a non-football playing school with a large number of young female</p>

			athletes. At the present time it appears that the overall spending between boys and girls athletics is equal. The Gender Equity Review Committee need to review this spending each year.
Athletic Scholarships	NA		Does not apply.
Tutoring	NA		Does not apply.
Housing and Dining Facilities and Services	NA		Does not apply.
Recruitment of Student Athletes	NA		Does not apply

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

- The Gender Equity Review Committee needs to look at the T-41 form turned in with the 2010-2011 Annual Report. It was reported that the Boys Program had an advantage in the area of Equipment and Supplies. When this type of advantage is reported an immediate Corrective Action Plan should be put in place to bring this back into an area of equity.
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6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
 - Accommodations of Interest and Abilities is an area that needs immediate corrective action in regard to potentially starting a volleyball program.

7. KHSAA Recommended Action in relation to new deficiencies
 - At this time there are no new deficiencies, but the Gender Equity Review Committee needs to spend some time developing some policies to monitor gender equity. Copies of these updated policies are to be prepared and sent to the KHSAA with the April 15, 2012 Annual Report. Copies of all the Gender Equity Committee Minutes should also be sent with the Annual Report. The following policies need to be updated.
 - - Uniform Rotation Policy
 - Travel and Per-Diem Policy
 - Awards and Banner Policy

8. KHSAA Recommended Action in relation to reoccurring deficiencies
 - As discussed with the Athletic Director, the Gender Equity Review Committee needs to meet and begin the process of meeting to consider starting volleyball. Some steps are already in place but they have not been documented or voted on by the Gender Equity Review Committee.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Brian Adkins, Menifee County High School Athletic Director
 119 Indian Creek Road
 Frenchburg, Kentucky 40322
 606-766-8119

District Level Title IX Coordinator: Catherine Anne Hacker, Menifee County Board of Education
 Box 110
 Frenchburg, Kentucky 40322

Name	Title	Telephone
Brian Adkins	Menifee County Athletic Director	606-768-8119
Erika Brewer	Menifee County Student Athlete	606-768-6146
Kim Brewer	Menifee County Parent	606-768-6146
Johnny Crouch	Menifee County Boys Soccer Coach	606-768-9618
Tasha Ferrell	Menifee County Teacher/Parent	606-768-8102
Catherine Hacker	Menifee County District Title IX Coordinator	606-768-8012
Kevin Hale	Menifee County Girls Softball Coach	606-771-1100
Paula McGuire	Menifee County Assistant Athletic Director	606-359-1521
Paul Ricker	Menifee County Girls Basketball Coach	606-768-8351
Geraldene Sexton	Menifee County Booster Club	606-768-8173
Drew Swartz	Menifee County Student Athlete	606-768-8102
Lana Swartz	Menifee County Teacher/Parent	606-768-8102
Brenda Warren	Menifee County Principal	606-768-8102
Paige Warren	Menifee County Student Athlete	606-768-8102
Gary Lawson	KHSAA Title IX Auditor	859-299-5472
Gordon Bocock	KHSAA Title IX Auditor	606-271-0714

9. Comments:

- Since the original audit in 2003 the school has gone through some changes in the administration. The Athletic Director has put together a Gender Equity Review Committee that now has a better understanding of some of the changes that need to take place and to get the school's Title IX file updated and complete. The KHSAA Audit Team would like to thank Menifee County for a very pleasant visit and for their eagerness to receive suggestions.
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- The Menifee County High School Title IX Public Forum was held in the cafeteria but no one from the public showed up. The KHSAA Title IX Audit team departed the school at 5:15.