



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Menifee County High School**

Reviewed By: **Gordon Bocoek**

Date of Visit: **March 17, 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)

	A	Substantial Proportionality
X	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:
For the 2001-2002 school year, the results of the calculations suggest that the History and Continuing Practice of Program Expansion is an area of compliance. The total number of females added in the last five years is 19. This number of 19, as a percentage of the total number of female participations, is 26.8%. This percentage is above the 25% target for compliance.

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:
Although the 1999-2000 surveys were not correctly posted, the results appear to reflect the same interests that the past two years surveys have, and that indicates a strong interest in starting girls' volleyball.

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

Yes  No

Comment:
The 1999-2000 surveys need to be refigured and resubmitted so they reflect the actual figures instead of percentages of the student interest in individual sports. The last two years have been done correctly and it indicates a strong interest in girls' volleyball. The KHSAA Audit Team

recommends that the Gender Equity Review Committee begin a corrective action plan that will set up steps to start girls' volleyball at Menifee County High School. It is recommended that the next student interest survey be extended to include the incoming freshman class and that a portion be added to show student interest in student managers, statisticians and video technicians.

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

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>		<b>X</b>	The student interest survey for the past two years indicates interest by female students for volleyball. With this in mind, it is recommended that a revised Corrective Action Plan, including a realistic time table, be adopted by the Gender Equity Review Committee and a copy be submitted to the KHSAA by June 1, 2003.
<b>Equipment and Supplies</b>	<b>X</b>		No deficiencies were observed in regard to equipment and supplies. However, in this area,
			as well as others, team sheets were filled out by the Athletic Director and signed by the Athletic Director. It is required that these forms be filled out by each coach at each level of the sports offered and placed in the school's Title IX file. The school has a uniform replacement policy and it has been placed in the school's Title IX file. It is noted that no T-5 forms were presented for boys' or girls' cross-country. These forms need to be filled out and a copy placed in the school's Title IX file and a copy sent to the KHSAA. The T-8, T-9 and T-10 forms do not reflect what was stated on the coaches' individual T-5's. These forms need to be redone with a corrected copy placed in the school's Title IX file and a corrected copy sent to the KHSAA.
<b>Scheduling of Games and Practice Time</b>		<b>X</b>	It is noted that no T-11 forms were presented for boys' or girls' cross-country. These forms need to be filled out and a copy placed in the school's Title IX file and one submitted to the KHSAA. It is noted that the school does a good job rotating the girls' and boys' basketball practice times; however a red flag situation appears to be developing in regard to "prime time" scheduling. During the 2001-2002 season, the girls' "prime time" games were at 35.7%, while in 2002-2003 this percentage declined to 29.0%. It is recommended that a revised Corrective Action Plan, including a

			realistic time table, be adopted by the Gender Equity Review Committee and a copy be submitted to the KHSAA by June 1, 2003.
<b>Travel and Per Diem Allowances</b>	<b>X</b>		It is recommended that the Gender Equity Review Committee establish an equitable policy for student athletes that would cover all of the aspects of travel and place the policy in the school's Title IX file. It is noted that no T-15 forms were presented for boys' or girls' cross-country. These forms need to be filled out and a copy placed in the school's Title IX file and one submitted to the KHSAA.
<b>Coaching</b>	<b>X</b>		It is noted that no T-17 forms were presented for boys' or girls' cross-country. These forms need to be filled out and a copy placed in the school's Title IX file and one submitted to the KHSAA. It is recommended that the Gender Equity Review Committee meet with the school administration and determine the base salaries in each sport for head coaches and assistants. If the local school board uses a percentage of increase with coaches to indicate years of service, extended days and/or weeks, this should be included in the form of a policy and placed in the school's Title IX file.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>X</b>		No problems were found with the dressing rooms at Menifee County High School. However, the T-26 forms need to be redone to reflect two separate dressing rooms and placed in the school's Title IX file and copies sent to the KHSAA. In regard to practice and/or competitive facilities the T-27 forms need to be filled out for golf and cross-country. These forms need to be filled out and placed in the school's Title IX file and copies sent to the KHSAA.
<b>Medical and Training Facilities and Services</b>	<b>X</b>		It is noted that no T-23 forms were presented for boys' or girls' cross-country. These forms need to be completed and a copy placed in the school's Title IX file and one sent to the KHSAA. The T-29 form needs to be redone to reflect the comments made on the coaches T-23

			forms.
<b>Publicity</b>	<b>X</b>		In regard to the T-32 forms, the only ones turned in were girls' and boys' basketball. The T-32 forms for boys' and girls' cross-country, boys' golf, boys' and girls' track, boys' baseball and girls' softball need to be filled out and a copy of each placed in the school's Title IX file and a copy of each sent to the KHSAA. The school has some policies that relate to some of the subjects in this particular area but none appear on paper or in the school's Title IX file. The Gender Equity Review Committee should be developing policies for the Athletic
			Department to ensure equal treatment regarding program productions, schedule card production, and media guide production to ensure that other entities such as booster organizations do not affect compliance. The placement of banners/pictures in the gymnasium and other athletic venues, as well as other commons areas around the school should have a policy to ensure that all athletic participants have an equal opportunity for this prime place exposure. The school should continue its efforts to clarify the issue of trophy and memorabilia display. This can not be left to the individual thoughts of any particular coach or participant. Menifee County High School appears to be doing a good job with cheerleaders at the present time; however a written policy needs to be in the school's Title IX file on how cheerleaders are selected and a plan in place to ensure an equal number of cheering opportunities for girls' contests.
<b>Support Services</b>	<b>X</b>		It is noted that no T-34 forms were presented for boys' or girls' cross-country. These forms are to be completed and a copy placed in the school's Title IX file and a copy sent to the KHSAA. At the present time, Menifee County High School has only one booster club. It is recommended that the Gender Equity Review Committee develop a policy for the school to enter into a contractual relationship with this

			booster club to ensure compliance with school, state and federal law. The school should require through policies approved at the school, site base and board of education level, that the booster organization 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.
<b>Athletic Scholarships**</b>	<b>X</b>		Does not apply to Menifee County High School.
<b>Tutoring**</b>	<b>X</b>		Does not apply to Menifee County High School.
<b>Housing and Dining Facilities and Services **</b>	<b>X</b>		Does not apply to Menifee County High School.
<b>Recruitment of Student Athletes**</b>	<b>X</b>		Does not apply to Menifee County High School.

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

The KHSAA Audit Team has pointed out several items that need the attention of the Menifee County High School Gender Equity Review Committee:

- Corrective Action Plans ..... for three years, the plan has basically said the same thing. Corrective action needs to be set forth that will show a step-by-step plan with a realistic time table for the corrective action to take place. The Gender Equity Review Committee was encouraged to document when steps toward corrective action were taken and when goals were reached.

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

The KHSAA Audit Team has found two particular areas of concern in the Menifee County High School Athletic Department:

- Accommodation of Interests and Abilities
  1. It is recommended that a revised Corrective Action Plan, including a realistic time table, be adopted by the Gender Equity Review Committee in regard to starting a girls' volleyball program.
  2. It is evident that the students at Menifee County High School are speaking through the student survey. It is recommended that the Gender Equity Review Committee study the 2002-2003 survey and see if further corrective action needs to be taken in regard to student interests.

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- Scheduling of Games and Practice Time
  1. It appears that corrective action may need to be in place in regard to "prime time" scheduling for the young ladies at Menifee County High School. During the 2001-2002 season, the girls' "prime time" games were at 35.7% while during the 2002-2003 season, the girls' "prime time" games fell to 29.0%. It is recommended that a revised Corrective Action Plan, including a realistic time table, be adopted by the Gender Equity Review Committee in regard to this "prime time" problem.

7. **Facility Recommendations or Concerns**

The KHSAA Audit Team has discussed some issues with the Gender Equity Review Committee in regard to upgrades that may need to be made with the baseball and softball fields at the city park.

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:

- **(Girls Volleyball)** On or before June 15, 2003, the school is requested to provide information to the KHSAA concerning the corrective action plan school personnel needs to set in regard to starting a girls' volleyball program at Menifee County High School.
- **(Prime Time Contest/Girls' Basketball)** On or before June 15, 2003, the school is requested to provide information to the KHSAA concerning the corrective action the school is planning to put in place to correct a possible red flag situation pertaining to girls' basketball games on Friday and/or Saturday nights.
- **(Missing Forms)** On or before June 15, 2003, the school is to submit the following forms that were missing from the school's 1999-2000 report
  1. T-5 forms for boys' and girls' cross-country
  2. T-11 forms for boys' and girls' cross-country
  3. T-15 forms for boys' and girls' cross-country
  4. T-17 forms for boys' and girls' cross-country
  5. T-23 forms for boys' and girls' cross-country
  6. T-27 forms for golf and cross-country
  7. T-32 forms for boys' and girls' cross-country, boys' golf, boys' and girls' track and field, boys' baseball and girls' softball.
  8. T-34 form for boys' and girls' cross-country
- **(Summary to be redone)** On or before June 15, 2003, the school is to submit the following forms that were incorrect from the school's 1999-2000 report
  1. T-8, T-9 and T-10 to reflect coaches comments
  2. T-26 to reflect two separate dressing rooms
  3. T-29 to reflect coaches comments

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

**High School Title IX Coordinator:** Greg Howard, Highway 211, Salt Lick, Ky. 606-768-2807

**District Level Title IX Coordinator:** Scott Johnson, P.O. Box 110, Frenchburg, Ky. 606-768-8025

Name	Title	Telephone
Gordon D. Bocock	KHSAA Audit Team	606-678-8916
Phyllis Catlett	KHSAA Audit Team	859-299-5472
Justin Daniels	Girls' Basketball Coach	606-522-4884
Elaine Brown	Principal	606-768-8182
Jeff Brown	Boys' Basketball Coach	606-768-8119
Rick Adams	B/G Cross-Country Coach	606-768-8153
Greg Howard	Athletic Director	606-768-8102

<b>Connie McVey</b>	<b>Assistant Athletic Director</b>	<b>859-498-4301</b>
<b>Tim Hacker</b>	<b>Baseball and Golf Coach</b>	<b>606-768-3897</b>

**10. Comments:**

It is the opinion of the KHSAA Audit Team that the Gender Equity Review Committee at Menifee County High School is an excellent working team and they are serving the best interest of the school and the students. Many good things are already happening at the school and the KHSAA Audit Team encourages the Gender Equity Review Committee to continue to work together to establish the number of policies, as already mentioned in this report. These policies will not only strengthen the governing of the Menifee County High School Athletic Department, but it will give direction to new administrators in years to come. The Gender Equity Review Committee is encouraged to look at adding parents and students to its own membership in the very near future.

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