



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

**(For schools re-visited during the 2009-2010 school year)**

School: **Mercer County High School**  
Prepared By: **Martha Mullins**  
Date of Re-Visit: **October 22, 2009**  
Telephone Number of Reviewer: **(859) 299-5472**  
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: The school has met the standard for compliance for the past three years.

- 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 school's athletics program met the standard for Test 2 during 2006-2007 and 2007-2008 as well as that for Test 1.

- 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 student interest survey has continued to reflect strong interest in swimming for girls and wrestling for boys.

The interest in swimming has been addressed. Due to the lack of a facility, school personnel made inquires about the availability of pools in nearby localities. No suitable arrangement could be found, according to the District Title IX Coordinator.

Since school personnel determined a suitable facility for wrestling was not available at the school, that interest has been largely disregarded. Moreover, because girls are the underrepresented sex in the athletics program, there appeared to be a hesitancy to pursue the interest in another boys' sport at this time.

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

Comments:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school has met the standard for compliance with Test 1.
Equipment and Supplies	X		<p>The school provides competitive uniforms for all sports except the girls' and boys' golf teams. The recommendation from the original visit that golf bags be provided for the boys' team was not followed; however, the boys' soccer team is provided rain gear whereas the girls' team is not.</p> <p>All competitive uniforms were of sound quality.</p>
			<p>There is a rotation plan for the replacement of uniforms for all teams.</p> <p>Practice uniforms are provided for two male teams and one female team. It had been noted on the original visit report that the matter of providing another girls' team with practice uniforms should be considered.</p>
Scheduling of Games and Practice Time	X		<p>According to the re-visit forms submitted, in 2009-2010, in comparable sports, boys' golf, baseball, and soccer teams are scheduled more regular season varsity contests than girls' teams. The volleyball team's schedule was 75% of the maximum number allowed. Football was scheduled the maximum allowable; the basketball teams, 91% of maximum.</p> <p>The school has met the KHSAA requirement for HOME games in girls' basketball in 2009-2010. It has been a district leader in this effort since inception of the policy.</p> <p>Due to the number and quality of facilities available, no inequities were found in scheduling of practice or game times.</p>
Travel and Per Diem Allowances	X		Per the recommendation from the original visit report, policies are in place now to ensure gender equity in this benefit. However, it is recommended that meals provided by booster clubs follow the same purchase order procedure as is used for provision from school funds.

Coaching		X	<p>Due to the scattered campus buildings housing coaches during the school day, it was unclear whether male athletes have an advantage over female athletes as concerns accessibility to coaches during the school day. Preliminary data had indicated five head coaches were employed on campus for boys' teams and only one for girls' teams.</p> <p>The ratio of coaches to athletes, according to data available, was skewed towards boys' teams: 1/11 <u>vs.</u> 1/17 for girls' teams.</p> <p>The overlap of head coaches in unlike sports was found only in girls' sports: track and volleyball.</p>
			<p>The salary schedule reflected higher stipends for coaches of two boys' sports and one girls' sport: football and boys' and girls' basketball.</p> <p>Extra compensation for coaches was listed in the salary schedule for two boys' sports and one girls' sport: football and basketball for girls and boys.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>Since the original visit, the school has developed excellent facilities. Teams have equitable locker room space. Storage space for the softball team is not as adequate as that of others, but plans are in place for adding space at its field.</p> <p>It was noted that contiguous tennis courts on campus at a suitable location have been included in future district construction plans.</p>

Medical and Training Facilities and Services	X		<p>Physical training facilities have improved significantly since the original visit. Their accessibility to practice areas is noteworthy. Strength coaching and equipment is available to all teams.</p> <p>For the sake of versatility, a greater number of smaller free weights should be purchased for girls' teams.</p>
Publicity		X	<p>Wallet schedule cards and posters are provided for most teams. It is recommended that a special effort be made to advertise/promote attendance at some Spring contests, i.e., tennis and track</p>
			<p>A media guide for Fall sports is assembled by the cheerleading squad and sold as a fund-raiser for their program. One is provided by the dance team for boys' and girls' basketball as a fund-raiser for it. It was suggested that the new step team be approached to provide a media guide for Spring sports as a fund-raiser for its activities.</p> <p>Policies that were developed for recognition of individual and team accomplishments were reviewed. As a recommendation, it is suggested that refinements be made as time goes by and policies are tested in terms of meeting their intended objective of an equitable awards system. More definitive direction to coaches and booster clubs may be needed.</p> <p>Currently, the maximum amount that can be spent on player awards given at recognition ceremonies does not appear to coincide with the number of players in a sport. It is reasonable to assume that the ceiling placed on spending would reflect the number of participants on the team, i.e. the larger the team, the higher the maximum. This would constitute an objective basis for the policy.</p> <p>Of the total amount of money spent on awards and recognitions over the past four years, 62% was allocated for boys' sports, 38% for girls' sports. The percentage of participation those years averaged 53% male and 47% female</p>

Support Services			Based on the figures submitted and the percentage of participation by girls and boys in athletics, there appeared to be no bias in the total amount of money spent for female and male athletes over the past five years.
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		Special note should be made in the coaches' handbook regarding the school's policy on providing pre-game or post-game meal service on campus.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

Corrective Action Plans consistently listed the improvement of facilities: constructing an on-campus softball field, providing better locker room space, storage areas, and accessible weight training facilities for teams. On-going planned actions have included also the recruitment of more female coaches, and addressing the interest of students in girls' swimming and boys' wrestling.

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

There appeared to be a consistent imbalance of extra benefits and status given two boys' sports and only one girls' sport. Given the fact that the participation ratio between male and female athletes is fifty-three percent (53%) to forty-seven percent (47%), similar treatment is indicated for another girls' sport, or sports, consistent with the overall percentage of participation by gender.

7. KHSAA Recommended Action in Relation to New Deficiencies:

**As an attachment to the annual Title IX report, due April 15, 2010, school personnel will submit the results of an analysis of coaching positions in girls' sports in terms of:**

- A. the overlapping of head coaching positions: volleyball and girls' track
- B. the rationale for determining the salary scale for selective head coaching positions for both boys' and girls' teams
- C. the rationale for assigning extra compensation for coaching and why the stipend is indicated for only one girls' sport and for two boys' sports
- D. the reason the ratio of coach-to-athlete is higher for girls' sports than for boys' sports, i.e., 1/17 for girls, 1/11 for boys
- E. the accessibility of coaches to athletes during the school day as compared to that for male athletes

**Include on the report's Corrective Action Plan (Form T-60) the steps that will be taken to correct any results revealing unfair practices.**

8. KHSAA Recommended Action in Relation to Reoccurring issues:

**A. On Form T-60, Corrective Action Plan, of the annual Title IX report, due April 15, 2010, school personnel will list actions taken, or to be taken, to bring into better balance the extra benefits or status given male and female athletic teams.**

**B. On Form T-60, Corrective Action Plan, of the annual Title IX report, due April 15, 2010, school personnel will list the actions taken, or to be taken, to better balance the amount of money spent on awards and recognition events for male and female athletes.**

*OK  
Approved 7-10, 2009-10*

*OK*

*OK*

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jaziel Guerra

District Level Title IX Coordinator : Emma Jean Tamme

Name	Title	Telephone
Dennis Davis	Principal, Ninth Grade Acad.	859-733-7100
Sherri B. McRay	Member, School Board/Parent	859-613-3879
Bart Bredar	Parent/Strength Coach	859-319-1595
Emma Jean Tamme	District Title IX Coordinator	859-733-7000
Clay Cinnamon	Student/Athlete	859-613-3950
Rebecca Corss	Student/Athlete	859-613-1361
Carli Souder	Student/Athlete	859-325-6031
Jaziel Guerra	Athletic Director	859-733-7160;8217
Diane Beauchamp	Girls' Tennis Coach/Teacher	859-734-9482
Mindy Bailes	Parent	859-734-5759
Terry Yates	Principal, MCHS	859-733-7160
Gordon Boccock	KHSAA Auditor	859-678-8916
Martha Mullins	KHSAA Auditor	859-299-5472

## 10. Comments:

School personnel were accommodating and were well prepared for the on-site visit.

The permanent Title IX file was well organized and virtually complete. Policies recommended for development during the original visit in 2001 were completed and compiled in a handbook, which was approved by the school district. Upon review of the policies with the Title IX District Coordinator, further suggestions were made for amending some policies and for providing greater clarity for others.

Actions planned for improvement of facilities since the original visit have been completed, with the exception of storage space for the softball team. Currently, that team has a portable unit that is moved to the field as needed. Plans for constructing permanent storage space at the field have been approved. Recruitment of more female coaches, an on-going concern, has been successful and is an on-going process.

It is recommended that school personnel review the competitive schedules of all teams in terms of the number of contests each team has scheduled towards the maximum allowed. A review of the reasons why more boys' teams than girls' teams have listed the maximum number could be an indication of corrective action needed.

The vitality of leadership and the dedication of school personnel to the provision of an equitable athletics program for girls and boys were evident. The Gender Equity Review Committee had good representation from students and the community as well as teaching faculty and other school administrators. The Superintendent of Schools and a Board of Education representative attended the Committee meeting.



The public meeting materialized. Booster club officers and parents, the school superintendent and other school administrators attended. Following discussion of booster concerns, it was evident that school officials should conduct a further orientation session for booster officers.