



TITLE IX FINAL AUDIT REPORT
(For schools visited during the 2000-2001 school year)

School: Mercer County High School

Reviewed By: Martha Mullins

Date Of Visit: January 18, 2001

Telephone Number of Reviewer: (859) 269-3394

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Thru 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
	B	History and Continuing Practice Of Programs Expansion
X	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:

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:
The student body indicated a strong interest in volleyball, which will be added for girls' in 2001-2002. An even stronger interest was listed for swimming.

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

Yes No

Comment:
The eighth grade was surveyed, as well as grades nine through eleven.

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 administration requested clarification on counting the number of participants in spring sports because the first competition is held after April 15 th . They were instructed to do the count on the closest possible date, or to send in an amended report.
Equipment and Supplies	X		The school has plans in place to correct inadequate storage for uniforms. Golf bags will be purchased for the boys' team. The school should review the option of providing one more girls' team with practice uniforms.

Scheduling of Games and Practice Time	X		The school has begun to schedule girls' basketball games in prime time and appears to be a leader in the district in this regard.
Travel and Per Diem Allowances	X		The school was advised to provide supervision regarding the policies followed by the various teams on post-game meals.
Coaching	X		The school has made improvements in hiring competent coaches for girls' sports and plans to add coaches to improve salary differentiations. School administration was made aware of the greater potential impact that coaches missing practice could have on the girls' athletics program.
Locker Rooms, Practice and Competitive Facilities	X		While the school has made plans to provide lockers for all girls' teams, there is a need to provide another varsity locker room and dressing area for girls other than the one for girls' basketball. Although the school has a softball field there needs to be significant improvements made to it, such as diminished use of the field by other teams, renewal of the outfield, better fencing, scheduled maintenance of the infield, and more conventional dugouts built.
Medical and Training Facilities and Services	X		Even though the weight room is formally scheduled during the summer months, a written schedule of use throughout the year should be posted to document availability for girls' teams. Since the weight room is not in the vicinity of practice areas for girls' basketball, boys' and girls' soccer, and softball, it is recommended that space be found for an alternate weight training space for those teams.
Publicity	X		Effort should be made to increase the appearances of cheerleaders at girls' games, i.e. basketball away games and other sports. The pep band should be encouraged to play for more girls' competitions. The school has a policy on the hanging of banners and mounting of team photographs which is being updated.
Support Services	X		
Athletic Scholarships**	X		

Tutoring**	X		
Housing and Dining Facilities and Services **	X		
Recruitment of Student Athletes**	X		

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

The school has an extensive Corrective Action Plan, the result of timely evaluations of its sports programs. (Minutes of meetings of the Gender Equity Committee are attached.) All items listed on Form T-60 have been addressed. Corrections are in progress, or corrective action has been completed. The five areas included in the Plan are as follows:

1. The addition of girls' volleyball, effective for the 2001-2002 school year. A coach has been employed and scheduling has begun;
2. The scheduling of girls' basketball games in prime time. (See Form T-60);
3. The employment of two more coaches for girls' teams in order to make total salaries more proportional between boys' and girls' programs. An assistant volleyball coach and a girls' cross-country coach will be employed for the 2001-2002 school year;
4. The improvement of facilities was included. A practice soccer field has been constructed and will be available for the 2001-2002 school year. An exterior wall has been erected for privacy in the field house training room. Uniform storage will be provided for all teams by the fall of 2001-2002. Refinement of the policy on the use of the field house for dressing room space for girls will be addressed;
5. The strengthening of booster club oversight by the school's administration. The principal has met with all booster groups and informed them of a requirement to submit financial reports at least quarterly to him and the athletics director. The principal has required approval of all fund-raising activities prior to the event.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The school needs to work towards balancing the extra benefits given to two boys' sports by providing the same treatment for another girls' sport or sports. Examples: providing footwear, practice gear, better storage space, laundry service, dedicated dressing rooms, updated banners, and broader participation of cheerleaders and the pep band at competitions. Moreover, it is recommended that the school continue to rotate the site of boys' and girls' basketball games as parking improves at the elementary school. Such action should help downplay any perception that the elementary school site is less prestigious.

7. **Facility Recommendations or Concerns**

The school has been advised to improve the softball field and to define more dressing room space for girls.

8. **KHSAA Recommended Action**

Probation For

Fine In The Amount of _____

Prohibition From Post Season Play

Suspension From the Association

Notify Equity Division and KBE of Potential Title IX Violations

Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations

None At This Time

School shall submit the following additional information:

(Selection of Cheerleaders) On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2000/2001 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to correct the difference.

9. **PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

High School Title IX Coordinator: Allen Shewmaker, (859) 734-4364

District Level Title IX Coordinator: Emma Jean Tamme, (859) 734-4364

NAME	TITLE	PHONE NUMBER
Phyllis Catlett	KHSAA Audit Team Member	(859) 299-5472
Allen Shewmaker	Athletic Director	(859) 734-4364
Brian Inman	Student	
Duane Hammons	Teacher/Coach	(859) 734-6931
Bruce O. Johnson	Superintendent	(859) 734-4364
Emma Jean Tamme	Special Ed./Title IX District Coordinator	(859) 734-4364
Terry Yates	Principal	(859) 734-4364 x4404
Allen Jackson	KHSAA Audit Team Member	(859) 277-3615
Martha Mullins	KHSAA Audit Team Member	(859) 269-3394

11. Comments:

In addition to the accounting practices currently in place, it was recommended that the school devise a financial reporting system that permits an accounting process for all expenditures by sport, from all sources of revenue. The public meeting began at 6:15 pm and ended at 6:45 p.m. Those attending were the audit meeting personnel (except the student member), the assistant superintendent, and the boys' and girls' coaches of track. General comments on Title IX compliance and the role of the KHSAA were made; no questions were raised by the additional three people who attended the meeting.

Kentucky High School Athletic Association

MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner
Brigid L. DeVries, Executive Assistant Commissioner

Date: February 8, 2001

Subject: KHSAA Title IX Final Audit Report
2000-2001 School Year

Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2000-2001 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be imposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 2000-2001 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.