



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

(For schools re-visited during the 2012-2013 school year)

School: Middlesboro
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 15, 2012
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

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
- Improvement 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
X	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 submitted, the school has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years. In 2011-12, the percentage of participation was exactly within 3% of enrollment for females. There is a large difference in the number of athletes reported on the 2010-11 and 2011-12 annual reports.

- 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 information submitted, the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. It also appears that on the 2010-11 or the 2011-12 annual reports, the counting of teams has been incorrect.

- 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 responses and documentation submitted, the school has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The information in the most recent student athletic interest survey appears to support the responses on the T-3 form.

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

Comments: According to documentation in the 2011-12 annual report, the school received an 82% return rate on its most recent student athletic interest 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>The October 15, 2002 school visit report rendered this area to be deficient because the school was not meeting the standard established in any of the three tests for provision of athletic opportunities. The April 21, 2005 report rated this category as satisfactory stating that it appeared the school was meeting the standard established in Test 2. Recently submitted data indicates that the school has met the standard established in Both Tests 1 and 3 for provision of athletic opportunities during each of the past three years. <u>There appeared to be a problem with accuracy in relation to the counting of athletes (Test 1) and the counting of teams (Test 2).</u> SCHOOL OFFICIALS WERE CAUTIONED TO BE SURE THAT ACCURATE ROSTERS FOR ALL SCHOOL SPONSORED TEAMS BE ENTERED ON ANNUAL REPORTS. The information on the most recent student athletic interest survey did appear to support the responses on the T-3 form. A KHSAA representative reviewed the school's Title IX growth plans. The items submitted appeared to address relevant challenges and contained appropriate dates of completion. A KHSAA representative also reviewed the Title IX file. It was found to contain both of the previous Title IX school visit reports, all of the annual reports to KHSAA for the past five years, a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school-sponsored sports, a written description of how shared practice facilities are used (see <i>Scheduling of games and practice teams and KHSAA Recommended Action</i>), written guidelines regarding recognition of athletic accomplishments, written designation of the locker room and athletic equipment storage space assigned each team, written minutes for Gender Equity Review Committee meetings held during the last three years, a written uniform review , rotation, and/or replacement plan (see <i>Equipment and</i></p>

Accommodation of Interests and Abilities continued			<i>Supplies and KHSAA Recommended Action</i>), written guidelines for the provision of athletic travel (not addressing per diem—see <i>Travel and Per Diem and KHSAA Recommended Action</i>). School officials were encouraged to continue to develop a comprehensive Title IX file.
Equipment and Supplies	X		The October 15, 2002 school visit report rated this benefit category <i>Satisfactory</i> stating that an equitable uniform review, rotation and/or replacement plan was in place. On April 21, 2005, this area was again rated satisfactory, but the report did mention that “expenditures submitted for some teams appeared to be inaccurate.” The most recent visit showed the Title IX file contained an equitable uniform review, rotation, and/or replacement plan based on a four-year cycle. Interviews with coaches gave the distinct impression that, in some cases, the plan was not being implemented. Three coaches said they had no knowledge of the plan, and one girls coach stated their current uniforms were nine years old. (See <i>KHSAA Recommended Action</i> .) The uniforms and equipment observed during the visit appeared to be of mid-to-high quality and provided in equivalent quantities. According to the information submitted on the T-35 and T-36 forms in the 2011-12 annual report, the school was spending approximately \$158 per female athlete compared to approximately \$55 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The October 15, 2002 school visit report rated this benefit category as deficient primarily due to the lack of opportunities for girls teams to compete on preferred dates and at optimal times compared to boys teams. The report of the second visit in 2005 stated that there had been an improvement in scheduling of opportunities for competitive play for games on optimal dates and times for girls teams, and this category was rated <i>Satisfactory</i> . At the most recent visit, a KHSAA representative discussed with school officials the need for equivalence in relation scheduling for optimal playing opportunities. According to information

Scheduling of Games and Practice Times continued			provided during the visit, the number of competitive events scheduled for teams of "like" sports seemed to be comparable. The school's shared practice facilities appeared to be assigned equitably. There was a description of the method for rotating these facilities in the Title IX file. It was recommended that school officials develop a schedule and/or calendar that shows equitable usage of all shared facilities. (See <i>KHSAA Recommended Action</i> .)
Travel and Per Diem Allowances	X		Both the 10/15/02 and the 4/21/05 school visit reports rated this benefit category as satisfactory. During the recent school visit, a review of the Title IX file showed guidelines describing the mode of transportation, but none regarding the provision of per diem. (See <i>KHSAA Recommended Action</i> .) According to information submitted in the 2011-12 annual report, the school was spending approximately \$114 per female athlete and \$120 per male athlete for travel and per diem.
Coaching	X		Both the previous school visit reports rendered this benefit area to be satisfactory. According to information in the annual reports, the total amounts spent for coaches' salaries for teams of "like" sports seemed to be comparable. A review of the district's extra service pay schedule for coaches showed parity. The number of coaches provided for "like" teams appeared to be equivalent. Information gained during the visit indicated that 13% of the head coaches of girls teams and 25% of the head coaches of boys teams are employed off-campus.
Locker Rooms, Practice and Competitive Facilities	X		Both the 2002 and the 2005 reports rated this category as satisfactory. The 2005 report stated that a new softball field had been constructed after the 2002 visit. The review of competitive venues showed parity. The softball and baseball facilities offer similar amenities. In the sports of basketball, cross country, golf, soccer, track, and tennis, the girls and boys teams use the same facility. Locker room space is in short supply at the school. Girls

<p>Locker Rooms, Practice and Competitive Facilities</p> <p>continued</p>			<p>basketball, boys basketball, and football have exclusive use of a locker room. All other sports share the use of P.E. dressing rooms. The available space does appear to be assigned equitably. The information received during the visit shows one disparity in this area. The girls and boys basketball dressing rooms share a restroom. Interviews indicated that this is an uncomfortable situation for the female athletes. Also, the girls dressing room does not have any electrical outlets. (See <i>KHSAA Recommended Action</i>.) There also appears to be a shortage of athletic equipment storage space. All teams except girls and boys cross country have an assigned storage space. It was recommended that school officials take steps to provide the space needed to store uniforms for the cross country teams.</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>Both the reports of previous school visits rated this category satisfactory. The school has a well-equipped <u>weight room</u> as well as a very well-equipped <u>fitness center</u>. Both facilities have equipment that is suitable for use by female athletes. An equitable usage schedule was found in the Title IX file and posted at both facilities. An athletic trainer from Lincoln Memorial University provides services on a daily basis to all student athletes on an equitable basis. Physical examinations by a local physician are offered to all student athletes on two or three designated days each year.</p>
<p>Publicity</p>	<p>X</p>	<p>This benefit category was deemed satisfactory in 2002 and 2005. The April, 2005 report did request that the school develop equitable written guidelines in this area. The most recent visit showed that the school did have a relatively comprehensive set of guidelines in relation to this benefit. <u>It was recommended that these guidelines be expanded to include awards (plaques and trophies) given to student athletes.</u> The school has one cheerleading squad that cheers at all home games, at away games versus district opponents, and at all post season tournament games for the football and boys and girls basketball games. The marching band performs at all home football games. The pep band plays at all home boys and girls basketball games. Spending could not be fully evaluated in this category because the information submitted on the 2011-12 annual report showed <u>exactly</u> the same amounts spent for all teams of "like" sports. This suggests that <u>budgeted</u> amounts have been reported rather than <u>actual</u> expenditures. School officials were reminded that the amounts on these reports <u>are to reflect actual expenditures.</u></p>

Support Services	X		Both the October 15, 2002 and the April 21, 2005 school visit reports rendered this benefit category to be deficient. Submittal of inaccurate data on the T-35 and T-36 forms was cited in both reports. There seems to have been improvement in the accuracy of data supplied the past two years. The school currently has booster clubs that support girls basketball, boys basketball, baseball, softball, girls soccer, girls volleyball, and football. The school has <u>no</u> process in place for the oversight of booster spending for provision of equity. (See <i>KHSAA Recommended Action</i> .) A review of athletic spending for the past two years shows that expenditures were within acceptable parameters for the provision of parity on both a percentage and per athlete basis in 2010-11. These expenditures showed an advantage for female athletes in 2011-12 when approximately \$478 was spent per male athlete compared to \$595 per female athlete.
Support Services continued			
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent T-60 forms list the following:

- construction of a concession stand and press box at the baseball and softball fields (completion date—Spring, 2013);
- installation of water lines at the softball, soccer, football and baseball fields, and tennis courts.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although no major deficiencies are designated as a result of the recent visit, there are areas of concern in the categories of *Scheduling Games and Practice Times, Equipment and Supplies, Travel and Per Diem, Support Services, and Locker Rooms, and Practice and Competitive Facilities* that need to be addressed in order for the school to maintain equivalence in relation to athletic benefits being provided.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies are designated in the body of this report. The following areas of concern need to be addressed in order for the school to avoid future deficiencies.

(Equipment and Supplies) On or before February 11, 2013, the school is to submit to KHSAA a copy of the school's uniform review, rotation, and/or replacement plan that is signed by the head coaches of all the athletic teams and all members of the Gender Equity Review Committee signifying their knowledge of this plan.

(Scheduling of Games and Practice Times) On or before February 11, 2013, the school is to submit a usage schedule/calendar for the gym and soccer field that shows equitable sharing of these facilities by teams of both genders.

(Travel and Per Diem) On or before February 11, 2013, the school is to submit an expansion of the current guidelines for provision of travel and per diem that includes the parameters in place for equitable provision of meals and motel rooms for student athletes.

(Support Services) On or before February 11, 2013, the school is to submit to KHSAA a description of the procedures to monitor all athletic booster spending for the provision of equity.

(Locker Rooms, Practice and Competitive Facilities) On or before February 11, 2013, the school is to submit to KHSAA the plan for providing private and secure restroom facilities for the girls basketball team and any girls teams that might use the dressing room currently designated for girls basketball. This plan is to include completion dates for this project and should also be a part of the school's April 30, 2013 Improvement Plan within the annual report. On or before February 11, 2013, the school is to submit to KHSAA the plan for providing electrical outlets in the dressing room currently assigned to the girls basketball team. This project should include completion dates and also be a part of the April 30, 2013 school improvement plan submitted in the annual report.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The devieiciency in the area of *Support Services* following the April 21, 2005 school visit appears to have been addressed. The school has submitted seemingly accurate data on the T-35 and T-36 forms for the past three years. Evaluation of athletic spending over the past two years shows that expenditures are within acceptable parameters for the provision of parity.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Bill Jones, 824 S. 31st St., Middlesboro, KY 40965
(606) 242-8828

District Level Title IX Coordinator: Waylon Allen, P.O. Box 959, Middlesboro, KY 40965
(606) 242-8810

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Jesse R. Allen	Assistant Principal	(606) 242-8831
Mike Spradlin	Volleyball Coach	(606) 242-8829
Waylon Allen	District Title IX Coordinator	(606) 242-8810
Bill Jones	Athletic Director	(606) 242-8828
Kelly A. Wilson	Parent	(606) 242-8820

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:25 pm EST.