



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2001-2002 school year)

School: **Monticello High School**

Reviewed By: **Fran Edwards**

Date Of Visit: **November 13, 2001**

Telephone Number of Reviewer: **(859) 277-0746**

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 |
| | 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.)

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| Comment: |
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B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

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| Comment: |
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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

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

Yes No

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| Comment: |
| Students in grades eight, nine, ten, and eleven at Monticello High School were surveyed during English classes to ascertain their interest in athletic activities. |

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

| Benefit to Students | Satisfactory | Deficient | Comments |
|--|--------------|-----------|---|
| Accommodation of Interests and Abilities | | X | It is imperative that school personnel engage in follow-up activities to determine if program expansion would be appropriate. Information provided through the survey should serve as a basis to identify potential team additions. For example, in the 2000-2001 survey, forty-four girls indicated an interest in volleyball. An effort should be made to verify that the responses given would translate into actual participation required to support a viable team. |
| Equipment and Supplies | X | | The quality and quantity of uniforms for games appears to be comparable for both male and female participants. School Board funds are used to purchase new uniforms and a four-year rotation is followed. A copy of the written policy should be kept within the school's permanent Title IX File. |
| Scheduling of Games and Practice Time | X | | Currently double headers and prime time games are included in the girls' basketball schedule. However, over the next few years, it is suggested that the number of prime time games be increased for the girls' team. Perhaps, consideration should be given to a schedule for boys' and girls' basketball that alternates Thursday/Friday contests. The basketball teams rotate practices between the elementary school and high school gymnasiums, therefore eliminating the necessity of an early/late rotation when only one facility is available. |
| Travel and Per Diem Allowances | X | | The School Board funds bus transportation costs for the various athletic teams. |
| Coaching | X | | The salary schedule is comparable for coaches of both male and female teams. It is recommended that an explanation of the pay scales for the coaching positions be included with the Title IX documents. |
| Locker Rooms, Practice and Competitive Facilities | X | | Practices and games for both baseball and softball are held at the Monticello-Wayne County City Park. This complex is located approximately one mile off campus and \$400.00 per year is paid to use this facility. The area is well equipped and comparable for both teams. The high school gymnasium, despite the age of the building, is in excellent condition and shows considerable school pride. It is recommended that a written policy be developed to reflect the practice of hanging banners and jerseys. A written schedule is |

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|--|---|--|--|
| | | | posted for use of the gymnasium and it is suggested that a written schedule also be posted in the weight room. The locker room for the girls' basketball team is somewhat smaller than the locker room for the boys' team. During the audit team's visit, an architect's plans for renovating the locker room, weight room, and storage areas were reviewed. The plans also included the addition of a training room. At this time, the school board is in the process of accepting bids for the work. |
| Medical and Training Facilities and Services | X | | Monticello Medical Associates provides free physicals for athletes. A medical doctor serves in a voluntary capacity at home contests. |
| Publicity | X | | A calendar with game schedules for basketball, baseball and softball is printed. Additionally, a web site also posts all athletic contests. There is one cheerleading squad and they perform at home contests and all district games. |
| Support Services | X | | There are two athletic directors at Monticello High School, one for the girls' sports (basketball and softball) and one for the boys' sports (baseball, basketball and golf.) Each director receives \$10,000.00 per year from the school board that is then allocated to the teams. Very little money is raised through gate receipts since "free admission" is prevalent. Money earned through the concession stand is used to pay umpires for baseball and softball. There are two booster clubs, one for girls' basketball and one for boys' basketball. It is recommended that all procedures relative to the funds raised and expended by the booster clubs be reviewed to insure that administrative oversight is well established. |
| Athletic Scholarships** | | | NA |
| Tutoring** | X | | Tutoring is provided through the Extended School Services Program. |
| Housing and Dining Facilities and Services ** | | | NA |
| Recruitment of Student Athletes** | | | NA |

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

The Corrective Action Plan included in the 2000-2001 Title IX report for Monticello High School listed "increasing the number of female participants by offering volleyball as a varsity sport." The timetable for correction was the 2001-2002 school year, if a coach was available.

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

Monticello High School is deficient in the opportunities component for Title IX compliance.

7. **Facility Recommendations or Concerns**

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.

The school shall submit a written plan to address the deficiency in the opportunities component of Title IX compliance by **January 15, 2002**.

(Selection of Cheerleaders) On or before **April 15, 2002**, 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, 2002**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2001/2002 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 immediately correct the difference.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Marla Keisch

District Level Title IX Coordinator: Shelia Tucker

| Name | Title | Telephone |
|------------------|----------------------------|------------------|
| Jerry Keith | School Board Member | (606) 348-9022 |
| Deana Hart | School Board Member | (606) 348-9321 |
| Matthew Jenkins | Physical Education Teacher | (606) 451-8883 |
| Fran Edwards | Audit Team Member | (859) 277-0746 |
| Allen W. Jackson | Audit Team Member | (859) 272-7466 |
| Milland R. Huff | Superintendent | (606) 348-5311 |
| Johnny Chaplin | Teacher | (606) 348-0388 |

10. Comments

It appears that the Gender Equity Review Committee at Monticello High School is working diligently to provide equal opportunities and benefits to all students. However, it is suggested that the work of the committee would be enhanced through the addition of student representatives.

The audit team recognizes the challenge involved in developing a broad range of athletic offerings when the enrollment for the high school is approximately two hundred students. Also, based on comments made during the meeting held on November 13, 2001, it is apparent that considerable discussion has taken place previously to address the need to increase opportunities for females. Following is a brief recap of suggestions that may assist the committee's endeavors to attain compliance with the opportunities component of Title IX. First, the athletic directors must insure that accurate numbers, including double and triple counts (for varsity and junior varsity as well as second and third sports) and middle school participants on high school teams are included on reports. Second, possibly school personnel as well as coaches could design strategies to encourage additional female students to join the existing teams, basketball or softball. Third, program expansion, particularly a fall sport, is an option. The likelihood of initiating volleyball or soccer should continue to be explored and a meeting held with prospective team members to determine if there is enough interest to form a team. If students do not

indicate a sincere desire in establishing other athletic teams, the school will have achieved effective accommodation of interests and abilities. Written documentation of the plan to assess interest and student response is to be kept with Title IX documents in the permanent file at the school.

There were no community representatives in attendance at the Public Comment Session scheduled for 6:30 pm, November 13, 2001.