



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

**(For schools re-visited during the 2016-2017 school year)**

School: Morgan County High School  
 Prepared by: Barbara Kok  
 Date of Re-Visit: January 17, 2017  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed by: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-19) Yes X No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes X No

Benefits Summary Charts (Forms T-35 & T-36) Yes X No

Checklist Overall Athletics Program (Form T-41) Yes X No

Corrective Action Plan Summary Charts (Form T-60) Yes X 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:

According to the data and information submitted in the 2015-16 Annual Report, it appears that Morgan County High School has met the standard of Test 1 for the provision of athletic opportunities.

- 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 the data and information submitted in the 2015-16 Annual Report, it appears that Morgan County High School has not met the standard of Test 2 for the provision of athletic opportunities.

- 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 the data and information submitted on the 2015-16 Annual Report, it appears that Morgan County High School does not meet the standard for Test 3 for athletic opportunities. In order to meet the standard established by Test 3, the interest in swimming , archery and bass fishing should be addressed for validity.

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

Comments:

The Student Interest Survey was conducted April 15, 2016 with a return rate of 85.1%. The survey was not validated by the information provided on T-3 form.

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 accommodation of interests and abilities is rated as satisfactory. The school currently offers 12 levels of sport teams for males and 13 levels of sport teams for females. To meet the standards for Test 3, Morgan County should determine if the interest in swimming, archery, and bass fishing are valid and feasible.</p>
Equipment and Supplies	X		<p>Uniforms for practices and competition appeared to be of high to mid quality and comparable in numbers for both males and females. A written uniform policy viewed provides for a 3-year cycle for review/replacement. The Gender Equity Committee is currently reviewing and revising the uniform policy.</p> <p><b><u>See KHSAA recommendations</u></b></p> <p>All other equipment viewed appeared to be well maintained and comparable for all teams.</p>
Scheduling of Games and Practice Time	X		<p>Current schedules for all “like sports” was viewed and appeared to be comparable in number of contests.</p> <p>Written schedules of usage for shared facilities (football/soccer field, high school gymnasium and middle school gymnasium) appeared to be equitable.</p> <p>Morgan County has not met the standard for prime time play. The Athletic director has been notified by the KHSAA and is in the process of correcting the schedule.</p>

Travel and Per Diem Allowances	X		<p>A written Travel and Per Diem policy appeared to equivalent for all and contain guidelines for mode of transportation and provision of meals. Guidelines for provision of housing need to be expanded to ensure parity. All teams are given the opportunity for overnight trips.</p> <p><b><u>See KHSAA recommendations</u></b></p>
Coaching	X		<p>A school board approved salary schedule for athletics was viewed and appeared to show parity and equivalence for all coaching positions. The current ratio of athlete to coach is 11:1 for both male and female athletes. There is no formal evaluation instrument for coaches but the Athletic Director and Principal meet with all coaches at the end of their sport season.</p>
Locker Room, Practice and Competitive Facilities	X.		<p>There was written evidence of locker room assignments for all teams that appears to be equitable for all. All teams had a designated storage area for equipment.</p> <p>A new football stadium and 8 lane track are under construction due to be completed by March 2017. A field house that will contain locker rooms, storage and a weight room facility will also be completed at this time. Upon completion, written assignment of locker rooms and storage must be revised and placed in the Title IX file. <u>A schedule demonstrating equitable usage of the weight facility should be revised and posted on site.</u></p> <p>All other athletic venues were located off campus and appear to equivalent in amenities for “like” sports.</p>
Medical and Training Facilities and Services	X		<p>In audits conducted in 2002 and 2010, the weight room facility was located in the Football locker. Morgan County now has two weight rooms appropriately equipped for all athletes. The posted schedule for use appeared to be equitable for all. Interviews with athletes and coaches indicated all teams had an opportunity to use the weight room. The field house under construction will house a new larger weight</p>

			<p>room. <u>It is recommended the GEC develop and post a revised schedule for the new facility.</u></p> <p>Morgan County does not have the services of an athletic trainer. EMTs attend football games and provide some services.</p> <p>A comprehensive emergency action plan for the school was viewed but it was not specific to athletic facilities. <u>It is recommended emergency action plans for all athletic facilities be developed and posted on site.</u></p>
Publicity	X		<p>A written policy for Awards/Recognition was viewed and appeared to be equitable for all sport teams. The policy contained guidelines for banners on display, post season banquets and awards.</p> <p>Morgan County has one cheerleading squad that performs at all football games and District away games. The band also performs at these contests. Assignment for performance at competitive events is coordinated by the Athletic Director to ensure equity.</p> <p>Posters and schedule cards are printed for all sport teams each season.</p>
Support Services	X		<p>Interviews with the administrators and coaches indicate monies raised by sports team are in school accounts. The Quarterback Club is the only organized Booster club. They have a signed agreement on file and also have monies in the school account. Procedures for purchases appear to provide administrative oversight to ensure equivalence. Overall spending for a two-year period fall within acceptable parameters in both percentage and per athlete. It is recommended the school continue to monitor fundraising activities and expenditures.</p>
Athletic Scholarships	NA		
Tutoring	NA		

Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

\*\*Continue to create and revise athletic policies to ensure gender equity

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were observed

7. KHSAA Recommended Action in relation to new deficiencies

Although not observed as deficiencies, the following recommendations should be addressed to ensure equitable benefits for all athletes.

\* Please submit to the KHSAA the revised Uniform review/replacement policy currently being developed by the GEC. This should be submitted with 2016-17 Annual report

\* Please submit to the KHSAA a Travel and Per Diem policy that expands parameter for housing on overnight trips. This should be submitted with 2016-17 Annual report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mark Easterling

District Level Title IX Coordinator: Ralph W. Hamilton

Name	Title	Telephone
Abigail Ross	Student Athlete	606-743-8052
Joshua Adkins	Student Athlete	606-743-8052
Jeff Brown	Girls' Basketball Coach	606-743-8052
Tammy Hensley	Volleyball Coach	606-743-8052
Mark Easterling	Athletic Director	606-743-8552
Joseph Gamble	Principal	606-743-8052
Ralph W. Hamilton	District Athletic Coordinator	606-743-8002
Sharon Tippet	KHSAA	859-299-5472
Barbara Kok	KHSAA	859-299-5472


10. Comments

Morgan County should be commended for their continuous efforts to meet Title IX standards. Currently under construction is a new football field, 8-lane track, weight room and field house. All considerations were given to ensure parity for all athletes. The Athletic Director was well prepared for the visit and receptive to recommendations and comments from the auditors.

No one attended the 3:00 public forum.