



## TITLE IX FINAL AUDIT REPORT

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

School: **Morgan County High School**  
Reviewed By: **Allen Jackson and Martha Mullins**  
Date Of Visit: **March 27, 2002**  
Telephone Number of Reviewer: **(859) 299-5472**

### 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
X	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.)

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:
This form was reviewed and corrected by Gary Lawson and sent to the school to be placed in their Title IX File.

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:

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

Yes  No

Comment:
The survey was only given to the seventh graders. The Audit Team suggested that the survey be given to grades 8 through 11 in the future.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	X		Three teams have been added in the last five years for an additional 45 girls to be involved in sports. It appears that a 35% increase in sports participation by the girls would be sufficient for compliance.
<b>Equipment and Supplies</b>	X		No deficiencies were apparent. However, the Audit Team recommends that an annual review of budget allotments be made in order to more effectively monitor compliance. The ratio of males to females that are provided practice uniforms and game/practice shoes should be monitored in order to provide a more equitable distribution.
<b>Scheduling of Games and Practice Time</b>		X	Out of seventy-two girls' basketball games within the last three years, only 13 have been played during prime time. The Audit Team recommends that the school pursue a 50% goal for prime time games in the next three years. Also, softball and volleyball should schedule more competitions.
<b>Travel and Per Diem Allowances</b>		X	Three boys' teams received per diem for meals whereas only one girls' team received per diem for meals. There has also been a discrepancy between boys' and girls' teams in the amount of money spent for travel. This situation has improved but should continue to be monitored.
<b>Coaching</b>		X	Because of the high degree of overlap in assignments for the coaching of girls' teams, the school should hire an additional head coach to be assigned for basketball and or volleyball. The Audit Team strongly recommends this split of coaching assignments to better assure more effective coaching. The Gender Equity Review Committee should also review the accessibility of student athletes to coaches during the school day and off-season in order to insure a high degree of effective communication.

<b>Locker Rooms, Practice and Competitive Facilities</b>	X		No deficiencies were apparent. However, the football and boys' basketball players have their own locker rooms and the volleyball, and girls' basketball players have to share a locker room.
<b>Medical and Training Facilities and Services</b>	X		No deficiencies were apparent. However, it is recommended that the school provide a more conducive atmosphere for female athletes by posting a schedule for the use of the weight room and by supplying motivational materials/posters like the school has done for the boys.
<b>Publicity</b>		X	The school has one cheerleading squad. The squad performs at the boys' basketball games and football games only, home and away. Schedule cards are provided for baseball, boys' basketball, and football. Only the girls' basketball has schedule cards.
<b>Support Services</b>	X		No deficiencies were apparent. However, there is a discrepancy in the data reported for coaches' salaries on Forms T-35 and T-36 as opposed to the information provided on Forms T18-T25. The Audit Team strongly emphasized that the principal is responsible for managing all monies. The Audit Team strongly recommends that procedures for monitoring financial expenditures be reviewed and adopted by the appropriate school system personnel in accordance with state department regulations. It should also include approval of all fund raising activities.
<b>Athletic Scholarships**</b>	X		No deficiencies were apparent.
<b>Tutoring**</b>	X		No deficiencies were apparent.
<b>Housing and Dining Facilities and Services **</b>	X		No deficiencies were apparent. However, a policy for the provision of pre and post game meals by booster clubs should be adopted.
<b>Recruitment of Student Athletes**</b>	X		No deficiencies were apparent.

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

Items A and B should remain as goals with updated timetables. Item C which includes new baseball and softball fields are being completed this year and can now be eliminated from the Corrective Action Plan. These facilities are some of the best in the state. Section D includes allowing a uniform recognition policy for all athletes including standardized team recognition with the use of signs and banners. This goal should remain a part of the plan and should include assuring that the number of girls' eligible for recognition is equitable. The Audit Team recommends that the following items be added to the Corrective Action Plan; 1) a rotation plan for the replacement of uniforms 2) more travel funds for girls' sports, 3) the provision of practice/game shoes for girls' sports, and also more practice uniforms for girls, 4) more prime time scheduling for girls' basketball to include a schedule closer to the maximum number of contests allowed for volleyball and softball, 5) establishing policies for improving equity in travel and the provision of meals, 6) the employment of an additional head coach for girls' basketball or volleyball.

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

See No. 4 of this report, which includes scheduling of games and practice time, travel per diem allowances, coaching and publicity.

7. **Facility Recommendations or Concerns**

There were no facility recommendations or major 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:

**(Selection of Cheerleaders)** On or before **May 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 **June 30, 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 2002/2003 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:** Addison Whitt

**District Level Title IX Coordinator:** Carole Hoskins

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Leigh Ann Wireman	Teacher/Softball Coach	606-725-4285
Carole Hoskins	Title IX Coordinator	606-743-8002
George Bellamy	Athletic Director	606-743-1486
Addison Whitt	Principal	606-743-8052
Martha Mullins	KHSAA Audit Team Member	859-269-3394
Allen Jackson	KHSAA Audit Team Member	859-299-5472

**10. Comments**

There were approximately 50 people at the Public Comment Session which adjourned at 7:30 p.m.