



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

(For schools re-visited during the 2008-2009 school year)

School: **Muhlenberg North High School**
Prepared By: **Gary W. Lawson (502) 875-3817**
Date of Re-Visit: **November 18, 2008**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) 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). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?

Yes No

Comments: According to data and calculations submitted by the school, it has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years.

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 data and calculations submitted by the school, it has not met the standard established in Test 2 for the provision of athletic opportunities during any of the past three school years.

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 information submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during all of the past three school years (2005-06, 2006-07, 2007-08).

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: According to information submitted by the school, it received an 80% 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>According to the December 7, 1999 audit report, this category could not be fully evaluated due to the fact that the student survey responses had not been reviewed. The recent responses and data submitted by the school indicate that the standard established in Test 3 for the provision of athletic opportunities has been met during each of the past three school years. The school presently offers all the KHSAA sanctioned sports for girls at the varsity level with a total of 17 team participation opportunities for girls compared to 15 for boys. It would appear that the school is currently fully and effectively accommodating the athletic interests of its female students. KHSAA representatives reviewed the school's Title IX file. It was found to contain the most recent self-study, all the annual reports to KHSAA for the last five years, a board approved salary schedule for coaches, sample game schedules for all sponsored sports, a facility usage schedule for the weight training room, written guidelines regarding awards and recognition of athletic accomplishments, written designation of locker room space assigned to each team, written minutes of Gender Equity Review Committee meetings for the past two years, a written uniform review and/or replacement plan, and written guidelines relating to provision of athletic travel and per diem. School officials were commended for the development and maintenance of a comprehensive and usable Title IX file.</p>
Equipment and Supplies	X		<p>All uniforms reviewed during the recent school visit were of high quality and appeared equitable. The school has a written uniform review and/or replacement plan based on a five-year rotation. According to the re-visit form and the school's 2006-07 annual report, it was spending approximately \$99 per female athlete compared to \$123 per male athlete for the provision of equipment and supplies. This spending is well within acceptable parameters.</p>

Scheduling of Games and Practice Time	X		According to the re-visit form, the number of competitive events scheduled for "like" sports appears equitable. The school's 2007-08 girls basketball post season schedule and results posted on the KHSAA web site indicates that 70% (7/10) of their home games were played on prime dates. The girls 2008-09 basketball schedule posted on the KHSAA web site shows that 50% (5/10) of their home games will be played on prime dates and four of the five prime date games will be played during the prime time slot.
Travel and Per Diem Allowances	X		The school's Title IX file contained written guidelines for equitable provision of transportation and per diem for student athletes. The school's re-visit report and its 2007-08 annual report indicated that it was spending approximately \$56 per female athlete compared to \$49 per male athlete for provision of travel and per diem.
Coaching	X		Coaching salaries listed on the school's re-visit form as well as the board approved salary schedule appeared equitable. According to the school's 2007-08 annual report, the number of coaches provided for "like" sports is equitable. The re-visit form documents that 66% (6/9) of both the girls and boys head coaches are on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X		Locker room space is provided for each team. The shared dressing areas appear to be assigned equitably as well as equipment storage areas. All the competitive playing facilities that are shared are assigned equitably. One area that needs to continue to be addressed is the upgrading of the softball field. This facility currently does not have a press box. The baseball field does. The materials have been delivered at the field to construct a press box and work is scheduled to begin in the near future. (See KHSAA Recommended Action.) Interviews with student athletes and coaches indicated that the softball field is not properly lighted. There apparently are electrical problems with some of the lights. At least some maintenance and repair work is needed to provide parity in this area. (See KHSAA Recommended Action.)

Medical and Training Facilities and Services	X		The school provides a large, well equipped weight training room. There is a posted usage schedule at the facility which appears to show equity. There is training equipment provided that is very suitable for use by female athletes. An athletic trainer is accessible to all student athletes on a daily basis. The trainer is provided by Muhlenberg Community Hospital. Free physical examinations are offered to all athletes in the school on one designated day each year by this hospital.
Publicity	X		According to the re-visit report, spending for publicity, promotions, and awards appears to show equivalence. The school currently sponsors one cheerleading squad that cheers at all home football games and selected away games. The squad cheers at all home boys and girls basketball games, all away games against district opponents and a few "selected" away games with non-district opponents for both teams. <u>School officials were cautioned to make sure that the number of "selected" away games showed parity over a two-year period.</u>
Support Services	X		The school currently has one booster club which serves all sports. All the booster club's funds are housed in the school accounts. Every purchase using booster funds must go through the purchase order process and have administrative approval just like non-booster purchases. School spending for athletic support over the past two years has been well within acceptable parameters both on a percentage and a per athlete basis. School officials were commended for their careful attention to provision of parity in this category.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		

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

- The school's Corrective Action plans over the past three years called for the following:
- upgrading softball field,
- implementation of volleyball program,
- upgrading soccer field,
- adding equipment storage areas for football, track, and softball.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated by the recent school visit. There is one major "area of concern" that needs to be addressed in order for the school to maintain its "no deficiency" status. The press box needs to be completed, and the lighting needs to be improved at the softball field. (See KHSAA Recommended Action.)

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated during the school visit. The following "area of concern" needs to be addressed so a future deficiency will not occur.

(LOCKER ROOMS, PRACTICE and COMPETITIVE FACILITIES) On or before **April 1, 2009**, the school is to submit to KHSAA pictures of the newly constructed press box at the softball field. These pictures should include both interior and exterior views.

(LOCKER ROOMS, PRACTICE and COMPETITIVE FACILITIES) On or before **April 1, 2009**, the school is to submit to KHSAA a letter explaining the steps taken to address the improvement of the current lighting situation at the girls softball field. This letter should designate how the improvements have been (are being) made and a time tale for completion. This letter is to be signed by the school district Title IX coordinator, athletic director, and softball coach.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the December 7, 1999 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

**High School Title IX Coordinator: Brad Divine, 501 Robert Draper Way, Greenville, KY
42345 (270) 338-0040**

**District Level Title IX Coordinator: Mike Dearmond, 510 West Main Street, Powderly, KY
42367 (270) 338-2871**

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Gordon Bocock	KHSAA	(859) 299-5472
Davey Mills	Coach-Baseball/ Boys C. C.	(270) 338-0040
Kimberly Hatfield	Coach-Girls C.C./ B & G Track	(270) 543-1521
Hannah Reynolds	Student Athlete	(270) 338-0040
Fred Gibson	Asst. A. D./Softball Coach	(270) 543-4333
Brad Divine	Athletic Director	(270) 543-3637
Twyla E. Gabbard	Parent	(270) 338-9834
Kim Latham	Parent	(270) 754-9788

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:20 CST.

Muhlenberg North High School

501 Robert Draper Way
Greenville, KY 42345
Phone: (270) 338-0040
Fax: (270) 338-2442



Striving Together And Reaching Success

Mark Eades, Principal
Brad Divine, Asst. Prin./Athletic Dir.
Brad Phipps, Asst. Principal
Nancy Stovall, Guidance Counselor
Gayle Mills, Guidance Counselor

April 20, 2009

APR 24 2009

To: Darren Bilberry, Asst. KHSAA Commissioner
Gary Lawson, Title IX Compliance Officer

From: Brad Divine, MNHS Athletic Director
Fred Gibson, Head Softball Coach
Mike Dearmond, Title IX Coordinator

This letter is in response to KHSAA recommendation actions of the Title IX audit conducted on November 18, 2008. The area that we needed to address in order to eliminate future deficiencies was the lighting improvements on our softball field. It was brought up at our re-visit that some of our lights or one of our light poles was not working. Presently, all of our light poles are working and there may be the need to replace bulbs of existing lights, which will be ongoing until the season is over. As far as new light poles, there is no doubt that they are needed, but since November, the school board voted to merge our two existing high schools into one high school. Muhlenberg North and South will combine to form Muhlenberg County. The main reason I am stating this is because it hasn't been determined which sports will be played where. We have comparable facilities at both schools, but since we are combining, the process of where our teams will be playing competitive sports at the varsity level next year is still up in the air. I will tell you that softball lighting improvements will be made at wherever softball will be played, either at the East Campus (9/10 grades) or the West (11/12 grades). I posed this question to our Superintendent and he feels that softball next year will not be played over here, but instead, at the other campus. He did say, however that lighting problems would be addressed if the need was there to meet Title IX compliance, meaning that if the field where our softball team played needed new lights, funding would be approved and provided. If something changes and softball will be played at our current facility, then lighting concerns will be addressed and improvements will be made before the 2009-2010 season in order to meet Title IX compliance.

Brad Divine, Athletic Director

Handwritten signature of Brad Divine in black ink.

Mike Dearmond, Title IX Coordinator

Handwritten signature of Mike Dearmond in black ink.

Fred Gibson, Head Softball Coach

Handwritten signature of Fred Gibson in black ink.

Enclosed are some pictures of our newly constructed press box/concession stand. We are in the final stages and it will be completed within approx. 1-2 weeks. We still need to do (and will do) the following to complete the project:

1. Sliding windows
2. Paint lines blue in middle and top of the building
3. install doors
4. Put gravel around area from dugout to dugout
5. Wiring is already being put in for electricity/lights
6. Sound system will be installed

I tried to send Mr. Bilberry this information, but the file was apparently too big w/ the pics being added. Any questions, feel free to call the school.

Brad Divine

(270) 338-0040

Muhlenberg North High School (soon to be Muhlenberg County High School)







