



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

(For schools re-visited during the 2011-2012 school year)

School: Murray High School
Prepared By: Reba Woodall
Date of Re-Visit: October 18, 2011
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

Corrective Action Plan Summary Charts (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
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 the data submitted by Murray High School, it appears the school did not meet the standard for Test 1 during the 2010-2011 school year.

- 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 submitted by Murray High School, it appears the school did not meet the standard for Test 2 during the 2010-2011 school year.

- 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 submitted by Murray High School, it appears the school met the standard for Test 3 during the 2010-2011 school year.

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

Comments: According to the Student Interest Survey administered in the 2009-2010 school year and the information on the T-3 form in the 2010-2011 Annual Report, it appears the school has assessed the students' interests and abilities correctly. The school currently offers all of the KHSAA sanctioned sports with the exception of wrestling. The 2009-2010 Student Interest Survey had a return rate of 92% which exceeds the 80% requested by the KHSAA.

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 data submitted by Murray High School, it appears the school has met the standard for Test 3 for the 2008-2009, 2009-2010, and 2010-2011 school years. The 2010-2011 Annual Report shows the school offers nine varsity, four junior varsity, and two freshmen teams for both females and males.</p> <p>The importance of meeting the standard for at least one of the three opportunity tests was discussed during the Gender Equity Review Committee meeting held during the KHSAA Re-visit. For continued Test 3 compliance the school should investigate adding new sanctioned sports as well as non sanctioned sports, when feasible, if responses to the Student Interest Survey indicate new interests. The school should document all efforts and maintain documents in the Permanent Title IX File.</p> <p>The 2009-2010 Student Interest Survey had a 92% return rate.</p> <p>The school's Permanent Title IX File was well organized and included the majority of items the school was asked to have available. The items the school will need to produce, rewrite, or update can be located in the appropriate benefit categories.</p>
Equipment and Supplies	X		<p>Review of the uniforms showed equivalence for the male and female uniforms. The quality of the uniforms was good and they were in good condition.</p> <p>The school had a uniform replacement rotation schedule. During the Re-visit it was determined the rotation schedule was not being followed.</p> <p>The Gender Equity Review Committee should evaluate the current policy and make changes that can be followed. The importance of following the schedule should be explained to each coach. A copy should be given to each coach and a copy kept in the Permanent Title IX File. A copy should also be sent to the KHSAA office.</p>

Scheduling of Games and Practice Time	X		<p>Prime dates were discussed during the Gender Equity Review Committee meeting. The school was granted a weather related waiver for the 2010-2011 school year. The new guidelines for 2011-2012 were read during the committee meeting. Practice schedules for the gymnasium and game schedules were included in the Permanent Title IX File. Game schedules appear equitable for both male and female athletes. Game schedules for all sports should be reviewed yearly so that equity can be maintained.</p>
Travel and Per Diem Allowances	X		<p>The school has a written travel policy which does not include information on per diem. The School Administration and the Gender Equity Review Committee should review the current policy and make needed changes and include information pertaining to meals. A copy of this should be given to each coach and a copy kept in the Permanent Title IX File. A copy should be sent to the KHSAA office.</p> <p>The school does not provide special transportation for athletes going to the baseball field, football field, and indoor softball practice facility located at the middle school. Students may ride a bus that has a regular run to the middle school or provide their own transportation.</p>
Coaching	X		<p>The pay schedule for coaches was included in the Permanent Title IX File. It is based on experience not a flat rate. The salaries appear equitable. The majority of coaches are on campus and the student athletes had no problem with contacting coaches when needed. When coaching vacancies occur the school should give every effort to hiring qualified, experienced female coaches for female teams.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>All outdoor and indoor facilities appear to be equitable at this time. The indoor practice area for softball is much better than the indoor facility for baseball. Both have cages. The football and baseball teams use the same facility which is located at the middle school. There are four locker rooms. They are all used exclusively by one team each; football, boys' basketball, girls' basketball, and volleyball. The need for every athlete to have a safe and secure place to change clothes and store possessions was discussed in the Gender Equity Review Committee meeting during the KHSAA Re-visit. The School Administration and Gender Equity Review Committee should review the current locker room assignments and make adjustments so that all athletes have an assigned locker room.</p> <p>It appeared there was sufficient storage for all school equipment, with the exception of large items, for all sports. The storage was equitable.</p> <p>All athletic equipment should be stored on school property.</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The school has a trainer that is supplied by the local hospital. The trainer arrives during seventh period. He meets students in the front lobby and then proceeds to various sports based on a priority scale. The coaches have his cell phone number.</p> <p>There are two days during the year that physicals are offered to all athletes free.</p> <p>There are numerous washers and dryers located in the football storage room.</p> <p>There are two weight rooms. One is located at the football field and does not have equipment designed for females. The second weight room is located in the gymnasium in what used to be a locker room. There were a number of different stations with Olympic size bars, and few light weigh plates. No weight belts were observed. During the interview sessions it was discovered that the majority of female athletes did not use the weight room. The School Administration and Gender Equity Review Committee should investigate the reasons that the female athletes do not use the weight room. With a few light weight bars, plates, dumbbells, and balls, ropes, etc. the room would be female friendly.</p> <p>Weight room usage schedules must be posted in both weight rooms.</p>
<p>Publicity</p>	<p>X</p>		<p>The school has one cheerleading squad that cheers for all football, boys' basketball, and girls' basketball games. The band and dance team perform at all home football, boys' basketball, and girls' basketball games.</p> <p>There is one program that includes all sports and is used as a fundraiser for the school booster club. There were calendars, and pocket schedules for fall, winter, and spring. Effort should be made to include all sports on the calendars and schedules.</p> <p>The school has a web site that includes athletic</p>

			<p>information. They also have a school TV channel, numerous pep rallies, and school announcements. The school also has a meet and greet night for each of the athletic seasons. Student athletes feel the school provides equitable publicity for male and female sports.</p> <p>The use of school colors and graphics is incorporated though out the school and athletic facilities. Numerous trophy cases hold awards for all activities.</p> <p>The school has a written recognition policy. It is recommended the Gender Equity Review Committee should review this and include all methods of recognition into one policy.</p>
Support Services	X		<p>The overall spending in 2008-2009 on T-35 and T-36 of the school's Annual Report shows \$615 was spent per male athlete and \$456 per female athlete. The difference was \$159. In 2009-2010 \$582 per male and \$508 per female was spent. The difference was \$74. In 2010-2011 \$528 per male and \$398 per female was spent. The difference was \$130. The usual method for determining equity in spending is averaging the last two years of spending which would be \$102 for 2009-2010 and 2010-2011. Schools with football are given a \$100 difference. Next year spending for 2010-2011 and 2011-2012 should be averaged together. The Gender Equity Review Committee and School Administration must monitor this spending as the year goes on and at the end of the year to insure continued compliance.</p> <p>There are three ways the athletic teams obtain funds. The school gives each sport a specific amount of money, the school booster club can supply money, and each sport has a booster club that raises money.</p> <p>Purchases require the signature of the Principal. Money is kept off campus. There are no signed booster agreements.</p> <p>It is recommended the money be moved to school accounts and signed booster agreements be implemented and copies kept in the Permanent Title IX File.</p>

			<p>There are three offices for coaches. One for football, one for boys basketball, and one for girls basketball.</p> <p>The school has a very good coach's handbook.</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)

The 2010-2011 Annual Report T-60 shows the following items: Continue training personnel on Red Book and Title IX requirements, Have an annual meeting with booster club officials to check on assessing requirements for the year, Send follow up checklist to booster club treasurers, GERC will examine and set characteristics/criteria for a school wide Hall of Fame, and To ensure equal sports recognition opportunities.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None were observed during the October 18, 2011 KHSAA Re-visit.

The following items are not deficiencies at this time but must be completed.

1. The School Administration and the Gender Equity Review Committee should produce a revised uniform replacement rotation schedule, give a copy to each head coach, keep a copy in the Permanent Title IX File, and return a copy to the KHSAA on or before February 1, 2012.
2. The School Administration and the Gender Equity Review Committee should produce a revised travel and per diem policy, give a copy to each head coach, keep a copy in the Permanent Title IX File, and return a copy to the KHSAA on or before February 1, 2012.

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: David Fields

District Level Title IX Coordinator: David Fields

Name	Title	Telephone
Jim Baurer	Boys Soccer Coach and Assistant Basketball Coach	270-809-6014
Stuart Alexander	MISD School Board Vice Chair	270-753-4703
Sawyer Lawson	Student Athlete - Baseball	270-978-5893
Lori Crouch	Parent	270-978-0584
Mark Boggess	Head B/G Track Coach and Assistant Football	901-848-6432
Rechelle Turner	Head Girls' Basketball Coach	270-293-9066
Monica Evans	Assistant Girls' Basketball Coach	270-978-6788
Shelby Crouch	Student Athlete - Volleyball and Basketball	270-978-7275
David Fields	Athletic Director	270-978-2479
Teresa Speed	MHS Principal	270-293-8791
Gordon Bocock	KHSAA	859-299-5472
Reba Woodall	KHSAA	859-299-5472

10. Comments

It is apparent that school personnel, students, and community members are proud of their school and support Murray High School Athletics. They seem willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The Gender Equity Review Committee should go on a tour of all facilities, indoor and outdoor, and include all locker rooms, storage areas, and coaches offices. If at any time questions concerning Title IX arise, please contact the KHSAA for help.

A quorum was present for the Gender Equity Review Committee meeting.

One person from the community attended the Public Forum at 5 p.m.

The KHSAA Re-visit Team left the school at 5:30 p.m.