



Kentucky High School Athletic Association  
2280 Executive Drive • Lexington, KY 40505 • (859) 299-5472 • (859) 293-5999 (fax)

MEMORANDUM

TO: Principal, Athletic Director, Superintendent  
Paducah Tilghman High School

FROM: Brigid L. DeVries, KHSAA Commissioner  
Larry Boucher, KHSAA Assistant Commissioner

A handwritten signature in black ink, appearing to be 'LBJ', is written over the name Larry Boucher.

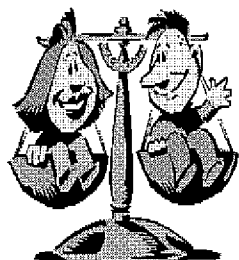
DATE: October 3, 2003

RE: KHSAA Title IX Final Audit Report  
2003-2004 School Year

Enclosed please find a copy of the Title IX Final Audit Report, KHSAA Form T62, regarding the recent Title IX compliance visit to your school/school district. As you review the report, please pay particular attention to what additional information the reviewer may have requested in order to properly assess your athletic program. This information, as well as the date its return is required, can be found in Section 8 of the Title IX Final Audit Report.

Should you have specific questions regarding the content of this Title IX Report, please contact the Kentucky High School Athletic Association at 859-299-5472.

Thank you for your work in this very important project.



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Paducah Tilghman High School**  
Reviewed By: **Fran Edwards**  
Date of Visit: **September 16, 2003**  
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 Through 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
<b>X</b>	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

Were the calculations performed correctly? Yes  No

**Comments:**

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

Were the calculations performed correctly? Yes  No

**Comments:**

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

Were the calculations performed correctly? Yes  No

**Comments:**

Full and Effective Accommodation of Interests and Abilities appears to be an area of compliance. For the 2003-2004 school year, nine varsity teams, five junior varsity teams and one freshman team are offered for a female enrollment of approximately 400.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes  No

**Comments:**

During the 2003-2004 school year, students in grades nine through twelve responded to the Interscholastic Athletics Survey during homeroom period. Approximately 72% of the surveys were returned.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	<b>X</b>		As previously noted, a total of nine varsity teams, five junior varsity teams and one freshman team are offered for female athletes. All KHSAA sanctioned girls' sports at the varsity level are available for female participants.
<b>Equipment and Supplies</b>	<b>X</b>		The quantity and quality of uniforms are comparable for male and female athletes. Uniforms are replaced on an "as needed" basis, approximately a two-year rotation. It is recommended that the Gender Equity Review Committee develop a written policy covering the purchase of replacement uniforms.
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		An early/late rotation, on a weekly basis, is in place for use of the gymnasium floor by the basketball teams. Due to coaches' preference, the boys' soccer team practices early and the girls' soccer team practices late. For the 2003-2004 basketball season, the girls will play four of their eleven home games during "prime time". This represents 36% of their home contests. It is recommended that 50% of the home games are during "prime time" and that future schedules will reflect movement toward this standard.
<b>Travel and Per Diem Allowances</b>	<b>X</b>		The school board pays for transportation to away athletic contests. Based on the 1999-2000 Title IX self study, it appears that there may be disparity in terms of the meal allowance for the various teams. It is suggested that the Gender Equity Review Committee formulate a written policy that provides direction for this expenditure.

<b>Coaching</b>	<b>X</b>	A copy of the board approved salary schedule for coaching positions is to be maintained in the school's permanent Title IX file. Pay and experience levels are comparable for coaches of male teams and coaches of female teams.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>X</b>	The Paducah Tilghman High School gymnasium, built in 1957, is well maintained. It is recommended that the Gender Equity Review Committee write a policy for the display of banners in the gym and awards in the cases located in the foyer. The gym houses four locker rooms – one for boys' basketball, one for girls' basketball, one for girls' track and physical education and one for visiting teams and boys' physical education. The field house provides changing areas for football and boys' track. The weight room in the field house is accessible for both male and female participants. The Athletic Director is responsible for scheduling use of this facility. The track, which surrounds the football field, has a rubberized surface and is in excellent condition. The tennis complex is very well appointed. The seven courts adjacent to the stadium were resurfaced approximately three years ago. A nearby building was recently renovated and includes locker rooms for both girls' and boys' tennis, a sitting area, and a concession stand. The soccer teams practice and play at Keiler Field, which is located about one mile from campus. The school system owns this field; a concession stand and restrooms were constructed two years ago. The baseball complex, about one-half mile from campus, is owned by the city of Paducah. This facility is large and very well appointed; the care and maintenance is also excellent. The softball field is approximately two and one-half miles from campus and located at Stewart Nelson Park, which is owned by the city of Paducah. The field lacks an electronic scoreboard, fencing is used for the dugouts, and

<p><b>Locker Rooms, Practice and Competitive Facilities (continued)</b></p>		<p>port-a-potties are available. The school does not provide transportation to the baseball, softball or soccer field. During the Title IX visit, it was mentioned that the coach of the softball team is receiving training to be a bus driver. Although it is not an equity issue, the school system, due to liability concerns, may want to consider initiating transportation to the above named fields. The wrestling team uses an auxiliary gymnasium, also built in 1957. This facility also has a batting cage and a changing room for the softball team.</p> <p>Generally, the locker rooms would be rated as adequate. The practice and competitive facilities, with the exception of the softball field, are excellent. The baseball field and softball field are not comparable and it is imperative that this situation is rectified in the very near future. Apparently the city is proposing to construct a new softball complex but evidently no timetable is set. A question arises as to whether the school system should rely on the city's intention or move forward with another plan to resolve this concern. Regardless, it is very clear that some remedy must be forthcoming to create parity in this area.</p>
<p><b>Medical and Training Facilities and Services</b></p>	<p><b>X</b></p>	<p>The school system has a contract with Bio Kinetics to provide training services. The trainer is available for home and away games. Also, the trainer attends practice sessions on a rotating basis and is on call for other needs. Student trainers also serve athletes. The weight room is scheduled through the athletic director and it is recommended that he post a written calendar for use of this facility.</p>

<b>Publicity</b>	<b>X</b>		Schedule cards are printed for all teams.
<b>Support Services</b>	<b>X</b>		There are two cheerleading squads. The varsity squad cheers for both the boys' and girls' varsity teams at home and away games. The junior varsity squad cheers for both the boys' and girls' junior varsity teams at home and away games. Overall, expenditures for male and female teams are comparable. There are a number of active booster organizations that support the athletic program. All fund raising activities must receive the approval of the Athletic Director. Year-end reports of booster club expenditures are submitted to the principal.
<b>Athletic Scholarships</b>	<b>N/A</b>		
<b>Tutoring</b>	<b>X</b>		
<b>Housing and Dining Facilities and Services</b>	<b>N/A</b>		
<b>Recruitment of Student Athletes</b>	<b>N/A</b>		



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

The Corrective Action Plan submitted with the 2002-2003 Annual Report identified two items for correction. One was increased participation through the addition of girls' golf. This goal was achieved during the fall of 2003. The second item was to continue to add numbers of participants including freshman teams where appropriate. The timetable for this item is on-going, as a freshman basketball team was added during the 2002-2003 school year.

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

**7. Facility Recommendations or Concerns**

The one facility concern noted by the KHSAA Audit Team members is related to the disparity between the softball field and baseball field. As mentioned earlier, it is imperative that the school system endeavor to rectify this inequity in the immediate future.

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 **April 15, 2004**, 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, 2004**, 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 2004-2005 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.

**(Locker Rooms, Practice and Competitive Facilities)** It is the opinion of the KHSAA Audit Team members that the KHSAA should be kept informed of the progress that is being made in resolving the facility concern put forth above regarding the inequity in the softball field and the baseball field. Consequently, school personnel of Paducah Tilghman High School are to submit a written update to KHSAA's offices by **December 15, 2003** specifically describing the steps that will be taken to address this issue and a timetable that will be followed to achieve the stated activities.

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

**High School Title IX Coordinator:** Donald Shively

**District Level Title IX Coordinator:** Tom Ballowe

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Lyman Brown	DPP	(270) 444-5600 ext. 5627
Tom Ballowe	Director of Special Programs	(270) 444-5600
Dennis Jackson	Director of Personnel	(270) 444-5600 ext. 5614
Donald Shively	AD Asst. Principal	(270) 444-5600 ext. 5657
Art Davis	Principal	(270) 444-5600 ext.5655
Gary Lawson	KHSAA Audit Team	(502) 875-3817
Fran Edwards	KHSAA Audit Team	(859) 299-5472

### 10. **Comments**

For the 2003-2004 school year, the Gender Equity Review Committee is composed of a parent and school personnel. It is the belief of the KHSAA Audit Team that the work of the Committee would be enhanced with the addition of student representative(s). It is clear that the Committee possesses commitment to providing an excellent athletic program for all students attending Paducah Tilghman High School. The school has a rich tradition of exceptional performance levels in athletics and, based on comments made during the KHSAA Audit Team's visit, it is apparent there is a concerted effort to maintain a superior program.

Diverse opportunities for both genders are available at Paducah Tilghman. All KHSAA sanctioned sports for girls at the varsity level are offered, which insures that there is a broad range of activities. Overall, the benefits for both males and females, with the exception of the softball field, are comparable. It appears that there is recognition of the need to address the contrast in the facilities for baseball and softball. School personnel seem to be sincere in their belief that the city of Paducah will construct a comparable facility for softball. However, at the time of the KHSAA Audit Team's visit, plans did not include specific information regarding amenities nor any timetable. Consequently, a request for more definitive plans is being made as put forth in an earlier section of this report.



KHSAA  
Title IX Audit Visit  
Sign In Sheet

School: PADUCAH TILGHMAN

Date of Visit: SEPTEMBER 16, 2003

High School Title IX Coordinator: DONALD SHIVELY Paducah Tilghman (270) 444-5650 x5657  
Name Address Phone

District Level Title IX Coordinator: Tom Ballowe center office 270-444-5600 ext 5629  
Name Address Phone

Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name Title Phone Number

LYNARD BROWN DPP 444-5600 ext. 5627

Tom Ballowe Dir. of Special Programs 444-5600

DENNIS JACKSON Director of Personnel 270-444-5600 EXT. 5614

DONALD I. SHIVELY Asst. Principal - Ath. Dir. (270) 444-5650 x5657

Art DAVIS Principal (270) 444-5650 ext 5655

GARY W. LAWSON KHSAA (502) 875-3817