

KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2009-2010 school year)

School: Pike County Central High School
Prepared By: Kathy Johnston
Date of Re-Visit: December 16, 2009
Telephone Number of Reviewer: (859) 299-5472
Reviewed By: **Darren Bilberry, Asst. Commissioner**

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)

x	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, it appears that the school has met the standard for T-1 for the years 2006-2009. The school is to be commended for its ratio of female participants.

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, it appears that the school did not meet the standard for T-2 for the years 2006-2009.

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, it appears that the school has met the standard for T-3 for the years 2006-2009.

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 data submitted by the school, the most recent Student Interest Survey was given during the 2007-08 school year. Students in grade 9-11 were surveyed with a 100% return.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		<p>Data submitted by school personnel on the 2007-08 school survey showed a female and male interest in swimming. However, after discussion with administration, auditors agreed that availability for facility usage and like competition would prove to be feasibly difficult for their students. Minimum distance and travel involved would be 2 hours for practice and/or competitions.</p> <p>Auditors recommended that the student interest survey should also include responses from incoming 8th graders. Auditors were informed by the administration that a plan is in place for students, grade 8-11, to be surveyed in the spring of 2010. Results will be evident with review of the April Annual Report.</p>
Equipment and Supplies	x		<p>Uniforms appeared to be equivalent in quality and quantity for all sports. There was not a written plan for uniform purchase or rotation.</p> <p>(see KHSAA recommendation)</p>
Scheduling of Games and Practice Time	x		<p>Equitable, written plans were presented regarding scheduling of game and practice times. A written waiver was granted for the 08-09 prime date due to weather constraints. The school currently meets the prime date(s) requirement for girl's basketball for 09-10.</p>
Travel and Per Diem Allowances	x		<p>Transportation is provided for all athletic contests and to all practice facilities located off campus. The school does not have a written guideline regarding per-diem that would insure equity.</p> <p>(see KHSAA recommendation)</p>
Coaching	x		<p>Students interviewed were very positive about the coaches at Pike County Central. It appeared that coaches are accessible and</p>

			<p>available for student needs and contact.</p> <p>Due to the growth and expansion of the sports programs of Pike County Central and the levels of play, it appears that the number of coaching positions has not met this same growth. Assistant coaches are only evident in football and basketball and there is a single coaching position for boys and girl's track, boys and girl's golf, and boys and girl's cross country. Volunteer coaches are used, but are not listed as positions on board approved lists and are not eligible for stipend pay.</p> <p>(see KHSAA recommendation)</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>Since the 2000 audit, a softball facility now exists on campus, due to a conversion of the baseball field. This also includes a softball dressing area, office space, and storage area. A planned baseball facility will be located off campus. All available locker rooms are equitable with an appeared advantage to the females. There was no locker room assignment list for track, soccer, golf, cross country, and tennis.</p> <p>(see KHSAA recommendation)</p>

<p>Medical and Training Facilities and Services</p>			<p>The school does not have a trainer but does have a training room accessible for all sports. The school weight room is located in a separate building, adjacent to a boys and girls locker room with additional outside access for entry. The culture of the weight room is not motivationally inviting for females and very few light weights are available for their use. There was no evidence of a written weight room schedule.</p> <p>(see KHSAA recommendation)</p>
<p>Publicity</p>			<p>All athletes and sports are recognized through an awards night/banquet program. After interviews with athletes, coaches, and administration, there appeared to be a fair and equitable plan regarding awards and recognition. There was no evidence of a written plan for awards and recognition.</p> <p>(see KHSAA recommendation)</p>
<p>Support Services</p>			<p>There are no established outside booster groups, therefore no signed booster agreements. This is a change from previous years. It appears the administration has developed a process of financial institutional control with all monies now going through the school. It appears a process for approval of fund raisers, purchases, and expenditures has been developed and put in place by the administration. Coaches interviewed are well aware of the process and gave positive feedback of the procedures now in place.</p> <p>There appeared to be no designated office space for track, cross country, soccer, golf, and tennis.</p> <p>(see KHSAA recommendation)</p>

Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

- plan for new baseball/soccer facility (off-campus) is in progress
- monitor total expenditures for boys programs as compared to the girls programs
- no paid assistants for volleyball program
- transportation is provided for golf team members for practice and matches

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There are no observed deficiencies noted in the overall girls and boys programs.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no deficiencies, the following recommendations should be addressed by the school in order to insure consistent, equitable benefits:

- ✓ - Submit to the KHSAA, not later than April 15, 2010, a written plan for uniform purchase and rotation for all sports.
- Submit to the KHSAA, not later than April 15, 2010, a written guideline of per diem that would insure equity for all sports.
- ✓ - Conduct a study of the past 2 years that would give a ratio of total number of coaches (paid stipend) for female sports as compared to the total number of female participants. Repeat the same procedure for males. The second comparison should be made with 'like' sports (baseball/softball, soccer, track, tennis, golf, basketball). Compare the ratio of coach/athlete between females and males. Review the results, determine the level of equity, and submit a plan of correction, if necessary, on the April 15, 2010 annual report.
- ✓ - Submit to the KHSAA, not later than April 15, 2010, a locker room assignment list for all sports.
- ✓ - Submit to the KHSAA, not later than April 15, 2010, a written weight room schedule that would show equity of available use for all sports.
- Submit to the KHSAA, not later than April 15, 2010, a written policy of awards and recognition for athletes.
- ✓ - Submit to the KHSAA, not later than April 15, 2010, designated office space for those sports that practice and compete off-campus (track, cross country, soccer, golf, tennis, and baseball).

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Eric Ratliff

District Level Title IX Coordinator:

Name	Title	Telephone
Eric Ratliff	Coach/Asst. Principal	606-432-4352
David Rowe	Principal	606-432-4352
Josh Preece	FB/Wrestling Coach	606-432-4352
Jan Hunt	Parent	606-432-1045
Tammy Mills	Parent	606-432-4160
Madonna Lowe	Coach – XC/Softball	606-432-5151
Heather Birchfield	Counselor	606-432-4352
Jenny McCarty	KHSAA Auditor	502-330-7616
Kathy Johnston	KHSAA Auditor	859-494-2509

9. Comments

The school did not have written minutes of committee meetings in the Title IX master file. Although there were meeting agendas and notes recorded on each, auditors instructed school personnel to also include meeting sign in forms, and a written copy of minutes for all future meetings.

School administration and staff were very helpful and well prepared for the re-visit. They were very receptive to the recommendations made by the audit team.

No one from the community attended the Public Forum scheduled for 5:00 pm. The audit team left Pike County Central High School at 5:15 pm.

SCHOOL NAME Pike Central



**2009-2010 TITLE IX
CORRECTIVE ACTION PLAN
(FORM T-60)**

DIRECTIONS:

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2010.

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION/IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Development of a written plan for uniform purchase and rotation of all sports programs.	A 3 year rotation for full sets of uniforms, yearly replacement of damaged or lost uniforms as needed. Schedule: 2008-2009 -- purchased uniforms for Softball, Soccer, Boys Basketball, and Cross Country 2009-2010 -- purchased uniforms for Football, Volleyball, Wrestling 2010-2011 -- purchase uniforms for Girls Basketball, Baseball, Tennis, Golf, and Track	This will be an ongoing plan to ensure equity of all sports programs.
Development of a written plan for weight room assignments for male and female athletes.	Weight room usage: On a rotating schedule the following times will be set aside: Odd weeks will consist of the following schedule: Girls sports - 3:15 - 5:00 pm, Boys sports 5:00 - 6:45 pm, Girls sports 6:45 - 8:00 pm, On days school is not in session the following schedule will be in place - Girls sports 9:00 -11:00 am Boys sports 11:00 - 1:00 pm, Girls sports 1:00 - 3:00 pm, and Boys sports 3:00 - 5:00 pm. On even weeks the schedule will be reversed with the Boys sports going first. On game days or if programs decide not to use their time then scheduling will be adjusted.	Spring 2010

<p>Conduct a study of past 2 years that I give a ratio of total number of paid coaches for female sports as compared to male sports. Also a comparison of 'like' sports to compare the ratio of coach to athlete for male and female sport programs.</p>	<p>In the 2007-08 school year we had 185 female athletes with 10 paid coaches for a ratio of 18.5 to 1. We had 204 male athletes with 14 paid coaches for a 14.6 to 1 ratio. In the 2008-09 school year we had 184 female athletes with 10 paid coaches for a ratio of 18.4 to 1. We had 203 male athletes for a 14.5 to 1 ratio. The reason for the difference in male to female ratio was because we had 4 paid assistant football coaches vs. 0 paid assistant volleyball coaches. When comparing all other sports we had no deficiencies. All paid positions are set by the Pike County Board of Education. We will submit to the superintendent a recommendation of paying at least one additional assistant coach for volleyball. This would reduce the male to female ratio for paid coaches as compared to participants.</p>	<p>Letter will be submitted to the Pike County Board of Education for review of coaching salary in the spring of 2010.</p>
<p>The school will develop a per diem to insure equity for all sports.</p>	<p>To ensure equity of all sports programs we have the following in place:</p> <ul style="list-style-type: none"> * Use of facilities will be of equal time and on a rotating schedule to ensure both male and female athletes have the same opportunities. * Equipment and uniforms will be purchased on a rotating schedule. Equal amounts will be spent on like programs. * Coaching offices and lockers rooms will be divided equally between male and female programs. * The Pike County Board of Education has in place a strict policy that ensures all coaching pay is equal in male and female sports. 	<p>Spring 2010, will be on going</p>

Baseball facility is located at a feeder school site. (off campus)	The Pike County Board purchased a new plot of land and have had plans developed to build a new baseball facility located on campus of Pike Central High School.	Started in 2009 should be completed for the 2011 season.
Soccer facility is located at a feeder school site. (off campus)	The Pike County Board purchased a new plot of land and have had plans developed to build a new Soccer facility located on campus of Pike Central High School.	Started in 2009 should be completed for the 2011 season.
Total expenditures for boys programs compared to the girls programs.	We will monitor the expenditures of male and female athletes. The expense of assistant football coaches is the reason the school has been over in male athletic expenses. We will submit a letter to the Pike County Board requested additional paid assistant coaches in Volleyball.	2009-2010 school year
No pay for assistant volleyball coaches	We will submit a letter to the Pike County Board requested additional paid assistant coaches in Volleyball.	Letter will be sent to the Pike County Board of Education in Spring of 2010.

Principal's Signature: _____

Date: _____

PIKE COUNTY CENTRAL HIGH SCHOOL

David Rowe, Principal
Lee Burke, Vice Principal
Tom Ford, Vice Principal
Eric Ratliff, Admin. Asst.
Office Phone: 606-432-4352

100 Winners Circle Drive
Pikeville, Ky 41501
<http://www.pikecentral.net>

Eugene Lyons, Athletic Dir.
Valerie Slater, Counselor
Heather Birchfield, Counselor
Shelley Collins, FRYSC Dir.
Office Fax: 606-432-7733

TO: Roger Wagner, Superintendent Pike County Schools

FROM: David Rowe, Principal Pike Central High School

DATE: February 16, 2010

RE: Title IX Audit

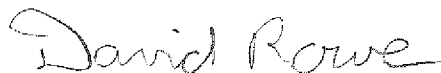
Pike Central High School had a Title IX audit in December of 2009. The committee asked that I do a comparison of female athletes compared to paid coaches for female sports. The ratio is 18.5 to 1. I then had to compare male athletes to paid coaches for male sports. The ratio is 14.6 to 1. The KHSAA Title IX committee is requesting that I submit a plan to improve the female ratio. After looking at all numbers the recommendation would be that we have a paid assistant volleyball coach on staff.

Based on the current Pike County Board coaching pay schedule we do not pay assistant volleyball coaches. If possible I would like for you to recommend to the school board a proposal of adding the position of assistant volleyball coach to the current pay schedule. The amount of pay would be determined by you and the board. This would help us fix the discrepancy between male and female athletic programs.

The other concern from the Title IX committee was that Pike Central has a boys and girls tennis and soccer team. Both sports are coached by a non paid coach. The recommendation is that we have a paid coach on staff for every sport that we offer. I know that fiancés are a big concern with all the state cuts and funding. I would also like for you and the board to consider paying for a head coach in both Tennis and Soccer.

Should you have any questions or suggestions please let me know. Again thanks for your continued support of our school and community.

Thanks,



David Rowe, Principal Pike Central High School

"Every Student, Every Class, Every Day!"

PIKE COUNTY CENTRAL HIGH SCHOOL

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MAR 12 2010

TO: Brigid L. DeVries, KHSAA Commissioner

FROM: David Rowe, Principal Pike Central High School

DATE: March 11, 2010

RE: KHSAA Title IX Re-Visit Final Audit Report
2009-2010 School Year

Enclosed please find a copy of the 2009-2010 Title IX Corrective Action Plan. We have addressed all concerns from the final Audit Report. Should you have any specific questions regarding the information we are submitting please let me know. If our school needs to do anything else to satisfy the needs of the audit please let me know and I assure you we will correct the situation.

Thanks,



David Rowe, Principal Pike Central High School

"Every Student, Every Class, Every Day!"