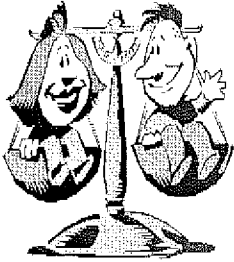


*All info requested sent
Jmccarty*

KHSAA
Form T76
REV.10/05



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

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

School: **Pikeville High School**
Prepared By: **Jenny McCarty**
Date of Re-Visit: **October 27, 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)

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 by the school, it appears that the school met the standard for Substantial Proportionality Test (T-1) during two of the past three school years. The standard was met for 2005-2006 and 2007-2008 school years. The standard was not met for the 2006-2007 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 the school, it appears that the school did not meet this standard in school years 2005-2008.

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 the school on the annual report, it appeared that the school had met the standard of Full and Effective Accommodations and Interests and Abilities Test (T-3) for the 2007-2008 school year and two previous school years.

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 Student Interest Survey was given during the 2007-2008 school year. The school surveyed students in grades 8-11 in all English Classes and had a return rate of 92%.

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 data given the school has met both Test 1 and Test 3 two out of the past three school years.</p> <p>The data submitted indicated that students are surveyed properly and records are kept. The school noted that they had started a girls' volleyball team due to the interest expressed by a group of students and parents. They believed that this program had greatly increased the participation opportunities for girls.</p>
Equipment and Supplies	X		<p>The 200-2003 audit report recommended that the Gender Equity Review Committee develop a written policy governing the purchase and the replacement of uniforms for the various teams. The school had submitted a policy to the KHSAA that stated "Athletic uniforms of complimentary boys and girls teams shall be purchased in a 3 year cycle". This policy is incomplete because it does not address those teams who do not have a complimentary team, such as girl's volleyball. (See KHSAA Recommendation) Uniforms viewed appeared to be of the same quality, however it appeared some teams had more sets of uniforms than others.</p> <p>According to the data submitted by the school reported on forms T35 and T36 from the previous three school years audit reports, there appears to be a disparity in spending in the benefits area. For the past two school year's an average of 203.00 dollars more was spent on male participants than females. This disparity in spending was a concern addressed in the 2007-2008 annual submission report sent to the school. Auditors were told that due to the high number of seniors in two girls' sports, uniform replacement had been delayed, which might reflect this spending inequity.</p>

<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>Pikeville High School has some very unique challenges in the scheduling of its athletic facilities. The schools enrollment consists of students in grades 7-12. Both middle and high school students use the same athletic facilities.</p> <p>The school shares a field that it used by football, baseball, and girls and boys' soccer. This field is also shared with Pikeville College and some city leagues. This facility is owned by the city of Pikeville and is scheduled through them. Although not an inequity, the boys and girls' soccer team plays on this field, however they have little practice time on it. The boys and girls' soccer teams share a practice facility located at Bob Amos Park. Track, Cross County and Tennis also shared this facility for practice and competition. The school did not have a practice or game schedule which included all teams that use that facility in the Title IX master file. (See KHSAA Recommendation)</p> <p>The school currently meets the prime time and date requirement for girls' basketball.</p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>		<p>The 2002 audit requested the school develop a policy to cover meals for athletes. The school has since developed a policy and submitted it to the KHSAA. Due to the rising cost of food the school may want to revisit the dollar amounts for food allowance in their current policy to ensure that these allowances can be met.</p> <p>The 2007-2008 annual submission report sent to the school noted that travel expenses were not given for all sports teams. The school did not have a written policy for travel. (See KHSAA Recommendation)</p>

Coaching	X	Pay is comparable for both male and female sports. A salary schedule was found in the Title IX file. The school should be commended on the ratio of female coaches for female sports and the ratio of coaches who are employed in the school building. Almost all head coaches are employed on campus and the school has numerous females in coaching positions. There is an inequity due to the disparity in the number of coaches for female teams. The volleyball team currently has only one coach for three teams. The addition of an assistant volleyball coach was an item on the corrective action plan or this year, however auditors were told the board of education did not approve the position. (See KHSAA Recommendation)
Locker Rooms, Practice and Competitive Facilities	X	As noted in the 2002 audit it again appears that the locker rooms, practice and competitive facilities are well maintained. The softball field recently had a dressing facility built at the field. The Bob Amos Park continues to host Soccer, Tennis, Cross Country and Track. The city also owns the stadium which is used by baseball, football, and softball. The school pays the city of Pikeville for the use of these facilities. The football stadium has dressing rooms that are used for the football team and are also shared with the college football team. Auditors were told that this facility also could be used as a baseball dressing facility, however through interviews discovered that it was not used by the baseball team. Locker rooms are also shared with middle school teams as well. Due to the numbers of sports teams using these facilities it is imperative that the school have a well designed plan for sports teams' use of these facilities including dressing areas. (See KHSAA Recommendation)

Medical and Training Facilities and Services	X		<p>The weight room is located close to the gymnasium. The weight room décor did not include female friendly pictures, posters etc. in the room. The auditors noticed the absence of light weight bars (none less than 18 lbs) and belts for female use. The weight equipment would be enhanced with the addition of some lighter weights and some exercise equipment that is more female friendly. There was not a weight room schedule posted. (See KHSAA recommendation)</p> <p>The school does not have a certified trainer or provide training services to any athlete.</p>
Publicity	X		<p>The 200-2003 audit revealed an inequity in the assignment of cheerleaders. School officials were asked to submit a plan to the KHSAA to ensure that this issue would be resolved. Through interviews auditors determined that the plan submitted to the KHSAA was not currently being followed exactly as it was written. It appeared that for at least this school year the boy's might have a slight advantage because the teams that cheered for most girls games had younger members. (See KHSAA Recommendation)</p> <p>The school appears to do an excellent job of making sure all of it's' student athletes have publicity. The school submitted a policy for the placement of trophies and banners in 2003; however this policy is limited and should be expanded to ensure that all athletes receive the same recognition. (See KHSAA Recommendation)</p>
Support Services	X		<p>Written booster club agreements were found with all athletic booster clubs in the Title IX school master file. The booster clubs all use the same certified public accountant to report expenses. Booster club fundraising must be approved by the site-based council of the school; however booster expenditures are not subject to pre-approval. Due to the spending inequity noted earlier in this report, it is necessary that the school begin closely monitoring booster club expenditures.</p>

Athletic Scholarships	N/A		
Tutoring	X		ESS is provided to all students at this school.
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)

The school has successfully implemented these items.

- Girls soccer and Girls' volleyball teams added
- Banners are displayed in a manner that are gender equitable
- Athletic Uniform Plan for like athletic teams.
- Per- Diem Policy for Athletes
- The girls' basketball team is meeting the prime-time and prime date requirement.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There is a disparity in the number of coaches for girls' volleyball teams. The school currently has three teams and only one coach. The addition of an assistant coach was listed on the schools' corrective action plan for this year; however a coach was not hired. Because the school noted that this was an item for corrective action due to the increased participation in volleyball a deficiency was not noted on this report, rather a recommendation will be given.

Although there are currently no designated deficiencies, the following are "areas on concern" that should be addressed by the school in order to provide consistently equitable benefits

- Submit to the KHSAA no later than **November 30, 2008** a cheerleading squad assignment schedule for boys and girls' basketball for the 2008-2009 season.
- Submit to the KHSAA, no later than **April 15, 2009** a copy of an adopted policy regarding a uniform replacement schedule for all teams that participate in athletics at the school. A copy of this replacement and review process must be provided to all head coaches and must be placed in your school's Master Title IX File.
- Submit to the KHSAA, no later than **April 15, 2009**, a plan for the purchase of new weight training equipment which will be appropriate for use by female athletes. The school should submit a written schedule of the weight room facility with the signatures of all coaches verifying that this schedule is followed.
- Submit to the KHSAA, no later than **April 5, 2009** a more inclusive policy for displaying, jerseys, pictures, trophies, banquets, honors etc.
- Submit to the KHSAA no later than **April 15, 2009** a locker room schedule that provides an adequate dressing facility for all sports teams offered.
- Submit to the KHSAA minutes of meetings held for the 2008-2009 school year with the annual report.
- Submit to the KHSAA no later **April 15, 2009** a travel policy and if necessary a revised per-diem allotment.
- Submit to the KHSAA a timeline for hiring an additional volleyball coach.

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kevin Garris

District Level Title IX Coordinator:

Name	Title	Telephone
Bob Shurtleiff	Parent	606-432-2953
Michael Spears	Parent	606-437-0905
Dusty Lanayne	Parent	606-434-9300
Jeffrey Little	Assistant Volleyball Coach	606-639-2406
Shelia Shull	Volleyball Coach	606-433-9866
Elizabeth White	Track and Cross Country Coach (B/G)	606-437-6630
Jeannette Elder	Member Athletic Committee	606-432-5407
Jeannie Stone	Cheer Coach	606-632-4796
Anna Shrutkff	Member Athletic Committee	606-437-7274
Hagan Bush	Boys Soccer Coach	606-433-0620
Nikki Cole	Girls Soccer Coach	606-432-4449
Russell Davis	President Athletic Committee	606-437-6276
Kevin Garris	Athletic Direction	606-437-9972
Gary L. Lawson	KHSAA Auditor	502-875-3817
Michael Coply	Football Coach	606-454-6451
Steve Prido	Baseball Coach	606-434-5486
Forrest Beeler	Board Member	606-432-5691
Tyler Branham	Boys Golf Coach	606-432-0185
Cynthia Stuart	Girls Basketball and Golf Coach	606-794-3131
Bart Williams	Boys Basketball Coach	606-433-1163
Jenny McCarty	KHSAA Auditor	502-223-6965

10. Comments

Pikeville High School has a large Athletic Committee composed of all coaches, parents and several students at the high school. This committee has served as the Gender Equity Committee for the school. When reviewing minutes of past minutes auditors could not find specific agenda items in regards to Title IX compliance. It was recommended to school officials that in lieu of a large athletic committee, the school may choose to have a sub-committee. The sole purpose of the sub-committee would be to serve as the Gender Equity Committee and report back to the larger committee.

The school appeared to have all items in the Title IX Master file. No one attended the public hearing held at 5:00 p.m.

Pikeville High School
Weight Room Schedule
2008-2009

Monday—Friday	3:00-5:00	Open to all student athletes Athletic/personal trainer on duty
Monday—Friday	5:00—7:00	Football/Basketball/Baseball
Monday—Friday	7:00—9:00	Men's & Women's Soccer

The weight room is always in use and is available to any student at any time. Our coaches welcome and encourage any student from our school population to participate in the weight room activities, regardless of gender or team affiliation.



Royce F. Mayo
Principal, Pikeville High School

Athletic Committee Meeting

February 2, 2009

Discussion of Title 9 issues: Do we have any, if so what are they?


Softball Coach wanted to know of the possibility of adding a 3rd Coach if she has a lot of interest in Softball for this year. We discussed at length and will have another meeting on March 17, 2009 after she has had try-outs and to see if there is a need to add another Coach. This way she will have a better idea of how many student/athletes she will have on her team.

Discussed at length the Title 9 Audit: Brought to everyone that we would be hiring an Assistant Volleyball Coach because of the interest being shown in Volleyball. Had 3 Teams this past season and only 1 paid Coach. The Board is going to hire an Assistant Coach by July 1st, 2009.

Locker Room designation: Every Head Coach will be given the List of Designated locker room and storage facilities. Baseball will eventually have a dressing room built on the back of the dugout just like Softball, will be equal to the Girls. These handouts will be given out during our Head Coach meeting.

Banner Policy was updated to state what will go on the banners, that Regional and State championships would be placed on the banners with the year they won the Championship.

Uniform Policy was updated to let every Coach know the years they will be able to buy new Uniforms through the year 2022. This will also be given to every Coach in a handout during the Head Coaches meeting.



Inventory Policy all Head Coaches will turn in an Inventory List at the end of their Season and this will be placed in the permanent Title 9 file.

Booster Clubs: Julian Tackett spoke to our Booster Club representatives on January 31st about the litigation that has been going on with other Boosters Clubs. He also discussed of the what you can and can not do about just trying to raise money in order to fund 1 separate Booster Club, and not give any of the funds raised to any other Sports.

Minutes from October 28th

Athletic Committee Meeting

October 28th 2008

Minutes

Title 9 Audit was discussed: Areas of Deficiencies

1. Boys and Girls Soccer- Practice time on Turf have to find time for them to practice, will have to work with the City, Pikeville College to get all of the times in place. Football can practice on Softball Field on some days to allow for Soccer to have some practice time.
2. Volleyball- Hire Assistant Coach, 3 Teams 1 Coach
3. Banner Policy
4. Inventory Lists put in Title 9 Permanent File (all Sports)
5. Cheerleaders- Both squads cheer equal number of Home games for Boys and Girls on Alternating Schedule
6. All Booster Club spending be pre-approved before purchasing anything for Teams. Principal or Athletic Director has to be approved before purchasing. Start in Fall of 2009.
7. Discussed PIT Tournament
8. Upcoming Events- Football Playoffs –all will be at Home as long as the team wins
9. Fall Sports Accomplishments- Soccer -Girls District Runner Up, Soccer- Boys District Runner Up, Volleyball, District Champs
10. Victor Allara- asked to have 6th grade students to be able to play on the Varsity Tennis Team, if both the Elementary and High School Principals agree to let them try out for the team. If both can not agree then ask Athletic Committee for recommendation.

Playing the All "A" Boys and Girls Tournament at the EXPO so that all Teams will get Media Coverage and are playing them at the same site on the same nights. This way all student/athletes will receive equal representation from the media and radio coverage. Girls and Boys Finals will be on the same nights.

Purchase Plan for Weights for Females

The Athletic Department will work with all Coaches of Female Sports to purchase the appropriate weights for use by Female Athletes. This will include small dumbbells,(1-5 lbs) get light weight bench bars, and light weight curl bars, belts for Female use only. Weight training equipment that Coaches of Female Sports feels necessary will be purchased and kept in the Weight Room. A weight room schedule is in the main office for all Coaches to sign up for a time that they would like to use the facility with their respective team.

Trophies, Banquets, Pictures, Honors Policy

Pikeville High School will have a Fall, Winter and Spring Sports Banquet for the Athletes that play in these seasons. All Athletes that have participated on these Teams will be Honored. Coaches of these Sports will be able to give out 12 Trophies to their Athletes paid for by the Athletic Department and /or with help from their respective Boosters Clubs.

The School will place pictures of any State Championship Team in the middle of the Commons Area paid for by the School.

Any Awards given by the Athletic Department will have the recipients name engraved on the plaque that hangs in the Commons Area, Male or Female.

Trophies will be placed in a Gender Equity friendly manner to display Female Championships as well as Male Championships, District, Region and State Awards

Locker Room/Dressing Facilities

Football—Football Field Locker room

Boys Basketball—lower end of Gymnasium

Girls Basketball—upper left end of Gymnasium

Volleyball—upper right end of Gymnasium

Softball—attached dressing room on back of 1st Base Dugout

Baseball—Visitors Dressing Room at Football Field possibility of building a locker room comparable to what Softball has now.

Boys Soccer—Football Locker Room at Football Field

Girls Soccer—Visitors Locker Room at Football Field

Minutes

Athletic Committee

March 17, 2009

Title 9 Issues: None Present at this time,

Approved another Paid Assistant Softball Coach for the purpose of helping with the Junior Varsity team

Check-In/ Check Out Procedure: Have a form that the student gets for pre-approval for out of town Doctors' Appointments, this way the student may have to go out of town the day before and it is already pre-approved for missing school

Letterman jackets: Give out 1 time a year and this would be at an Assembly in front of the entire student body at the end of school.

WEIGHT ROOM SCHEDULE

3:30 – 4:30 pm	DAILY	OPEN FOR FOOTBALL AND TRACK
4:30 – 5:30 pm	DAILY	FLEXIBLE TIME FOR INDIVIDUAL ATHLETES
7:00 pm	MON/WED	EXCLUSIVELY FOR SOCCER

Pikeville

Travel and Per Diem

All Teams will be allowed to Travel within a reasonable area as long as Instructional time is not missed to travel to contests. Exceptions can be made at the discretion of the Principal in have to cases. The Board of Education pays the first \$10,000 of money spent on Travel, after that is used the Athletic Department picks up the rest of Travel expenses.

Student/Athletes will receive \$7.50 for Breakfast, \$7.50 for Lunch, \$15.00 for Dinner. This is an increase of \$10.00 from our previous policy.

Timeline for Hiring Assistant Volleyball Coach

By July 1st, 2009 the Pikeville Independent Board of Education will hire an Assistant Volleyball Coach. Interest has really picked up in this Sport to give more Female Athletes the opportunity to participate and by hiring another Coach it will give access to more Coaching of the Sport.

Trophies, Banquets, Pictures, Honors Policy

Pikeville High School will have a Fall, Winter and Spring Sports Banquet for the Athletes that play in these seasons. All Athletes that have participated on these Teams will be Honored. Coaches of these Sports will be able to give out 12 Trophies to their Athletes paid for by the Athletic Department and /or with help from their respective Boosters Clubs.

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Any Awards given by the Athletic Department will have the recipients name engraved on the plaque that hangs in the Commons Area, Male or Female.

Trophies will be placed in a Gender Equity friendly manner to display Female Championships as well as Male Championships, District, Region and State Awards

Football—2007 Bought new Uniforms, Rotation-2010,2013,2016,2019,2022

Girls Basketball- 2008 Bought New Uniforms, Rotation-2011,2014,2017,2020,2023

Boys Basketball-2007 Bought New Uniforms, Rotation-2010,2013,2016,2019,2022

Volleyball-2006 Bought New Uniforms, Rotation-2009,2012,2015,2018,2021

Girls Soccer-2003, 2009 Will buy New Uniforms, Rotation-2012,2015,2018,2021

Boys Soccer-2005, 2008 Replaced some Uniforms with New Rotation, 2011,2014,2017,2020,2013

Softball- Are Buying New Uniforms for Spring 2009 Season, Rotation-2012,2015,2018,2021

Baseball- 2008 Bought New Uniforms, Rotation 2011,2014,2017,2020,2023 (Bought 2 New Jerseys and 1 set of Pants)

Track, Cross Country, Girls Golf, Boys Golf, Tennis, (Sometimes Football) will have to have Add on Uniforms yearly. Track and Cross Country use the same Uniform for both seasons. Golf and Tennis Teams buy new Outfits yearly for their Teams.

Inventory Policy

Head Coaches will turn in an Inventory list of all Equipment, bought by the School or Booster Club, to the Athletic Director and will also keep their copy on file in their office. This list needs to be turned in 2 weeks after the season ends.

Banner Policy

All Banners on display in the Gymnasium will show the Regional and State Championships for all sports and Cheerleaders. The banners will be updated as the need presents itself. The Athletic Department will make sure the Banners are updated.

Date: Wed, 20 May 2009 13:54:55 -0400
From: TITLE9 (Title 9 Audit)
To: kevin.garris@pikeville.kyschools.us
Reply-to: title9@khsaa.org
Subject: Revisit Report

Kevin,

I have reviewed the materials you submitted from your revisit report. I have not received these items. - Jenny

- Submit to the KHSAA no later than **November 30, 2008** a cheerleading squad assignment schedule for boys and girls' basketball for the ~~2008-2009~~ season.
- Submit to the KHSAA, no later than **April 15, 2009** a plan for the purchase of new weight training equipment which will be appropriate for use by female athletes. The school should submit a written schedule of the weight room facility with the signatures of all coaches verifying that this schedule is followed.
- Submit to the KHSAA, no later than **April 5, 2009** a more inclusive policy for displaying jerseys, pictures, trophies, banquets, honors etc.
*****What you sent only mentioned banners
- Submit to the KHSAA no later than **April 15, 2009** a locker room schedule that provides an adequate dressing facility for all sports teams offered.
- Submit to the KHSAA minutes of meetings held for the 2008-2009 school year with the annual report.

5/21/2009