



TITLE IX FINAL AUDIT REPORT

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

School: **Pineville High School**
Reviewed By: **Gordon Bocoek**
Date of Visit: **September 25, 2003**
Telephone Number of Reviewer: **(606) 678-8916**

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)

X	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	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:

For the 1999-2000 school year, Pineville High School appeared to fail Test 1, as the Percentage of the Total Enrollment (52%) and the Percentage of Total Participation (41%) for females was 11% difference and not within the necessary 3% range to be considered within compliance. For the 2000-2001 school year, Pineville High School appeared to pass the Test 1, as the Percentage of the Total Enrollment (48%) and the Percentage of Total Participation (47%) for females was 1% difference and within the necessary 3% range to be considered within compliance. In 2001-2002 Pineville High School appeared to pass Test 1, as the Percentage of the Total Enrollment (50%) and the Percentage of Total Participation (47%) for females was 3% and exactly what is necessary to be considered within compliance. In 2002-2003, Pineville High School appeared to pass the Test 1, as the Percentage of the Total Enrollment (46.95%) and the Percentage of Total Participation (46.53%) for females was the necessary 3% range to be considered in compliance. With the above data that appears in the Pineville High School Title IX File, it does appear that the school is in compliance on Opportunities Test 1.

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:

The first two years of Form T-2 need to have figures for the boys added. The final two years were correct. There is some confusion on the varsity and junior varsity teams that have been added, and the Gender Equity Review Committee needs to look at the form and balance it so that it is correct on the end of the year report 2003-2004.

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:

It appears that Pineville High School was in compliance with Opportunities Test 3 the first two years but that they were not in compliance the last two years.

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

Comments:

Pineville High School has surveyed the student body each and every year. They need to be reminded to conduct the survey for grades eight through eleven. The first year of the survey, there was not enough student interest to consider adding any new sports or levels of sports. The last three years the student interest survey has shown interest by boys and girls that would signal the Gender Equity Review Committee to take a further look at the situation. The Gender Equity Review Committee has no documentation that they have checked to see if the interest expressed by the Pineville students for girls' volleyball, boys' and girls' cross country, girls' golf, boys' and girls' soccer and girls' swimming and diving are real and genuine. The KHSAA Audit Team encouraged the Gender Equity Review Committee to do a fall survey so that they would have time during the school year to devise ways to test and see if expressed interests are real and if so to set forth corrective action to address the interest.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Pineville High School is doing a good job with providing opportunities for a school with a small enrollment. The Gender Equity Review Committee needs to continue to look at the student surveys and, if interest appears in other areas, they need to find ways to see if this new interest is real and genuine.
Equipment and Supplies	X		At the present time, no deficiencies were found with equipment and supplies. All of the uniforms for both boys and girls were of excellent quality. To assure that Pineville High School continues to provide the high quality of uniforms that are currently being offered, it is recommended that the Gender Equity Review Committee adopt a Uniform Replacement Policy that would include all the boys ' and girls' athletic teams and be a guide to keeping the uniforms at a high quality. This policy should be placed in the school's permanent Title IX file. The Gender Equity Review Committee needs to see that Form T-5 is filled out for boys' track and placed in the school's permanent Title IX file. <u>The Gender Equity Review Committee needs to see that the summary sheets (Forms T-6, T-7, T-8, T-9 and T-10) are redone so that they match the comments made by the school's coaches on the Form T-5's. A corrected copy of these forms should be placed in the school's permanent Title IX file and a copy sent to the KHSAA office by December 15, 2003.</u> The Gender Equity Review Committee should continue to look at the School's Title IX File and the Form T-5's to make sure all the blanks and questions have been filled and answered correctly.
Scheduling of Games and Practice Time	X		Practice times appear to be rotated, but a copy of this schedule of practice rotations needs to be placed in the school's permanent Title IX file. Each year a copy of this practice rotation schedule should be placed in the school's

		<p>permanent Title IX file. In regard to “prime time” scheduling, it appears that Pineville High School is in compliance. The Gender Equity Review Committee should review all boys’ and girls’ basketball schedules before they are released for the next year to make sure they are in compliance with “prime time” scheduling requirements. The Gender Equity Review Committee needs to see that Form T-11 is filled out for boys’ track and placed in the school’s permanent Title IX file. <u>The Gender Equity Review Committee needs to see that the summary sheets (Forms T-12 and T-13) are redone so that they match the comments made by the school’s coaches on the Form T-11’s. A corrected copy of these forms should be placed in the school’s permanent Title IX file, and one sent to the KHSAA office by December 15, 2003.</u> The Equity Committee should continue to look at the school’s permanent Title IX file and the Form T-11’s to make sure all the blanks and questions have been filled and answered correctly.</p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>	<p>It is recommended that the Gender Equity Review Committee look into establishing an equitable policy for student athletes that would include all of the aspects of travel and place the policy in the school’s permanent Title IX file. The Equity Committee needs to see that Form T-15 is filled out for boys’ track and placed in the school’s permanent Title IX file. <u>The Equity Committee needs to see that the summary sheet (Form T-16) is redone so that it matches the comments made by the school’s coaches on the Form T-15’s. A corrected copy of this form should be placed in the school’s permanent Title IX file and one sent to the KHSAA office by December 15, 2003.</u> The Equity Committee should continue to look at the school’s permanent Title IX file and the Form T-15’s to make sure all the blanks and questions have been filled and answered correctly.</p>

Coaching	X	<p>It appears at the present time that Pineville High School is in compliance in regard to coaching salaries. It is recommended that the Gender Equity Review Committee obtain a copy of the Pineville Board of Education salaries and/or extended employment for members of the athletic staff and place this copy in the school's permanent Title IX file. The Equity Committee needs to see that Form T-17 is filled out for boys' track and placed in the school's permanent Title IX file. The Equity Committee should continue to look at the school's permanent Title IX file and the Form T-17's to make sure all the blanks and questions have been filled and answered correctly.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>It appears at this time that Pineville is in compliance in regard to locker rooms. The Gender Equity Review Committee needs to keep alert so that spring sports teams could use the available dressing rooms if needed and/or desired. Pineville High School had to borrow facilities for tennis, baseball and softball, but was recently able to purchase these facilities. Although they are currently in bad shape, the Principal is really excited about getting these facilities into good shape. The baseball and softball fields are currently equally bad, but the potential for the two fields is tremendous. The tennis courts need serious work but they do now belong to the school. The Equity Committee should continue to look at the school's permanent Title IX File and the Form T-26's should be checked out to make sure they have one to represent each of the school's dressing rooms. Form T-27 should be completed for each of the sporting venues that the school used for its athletic teams. The Equity Committee should make sure that all of the Form T-26's and T-27's have all of the blanks and questions have been filled and answered correctly.</p>

<p>Medical and Training Facilities and Services</p>		<p>X</p>	<p>Although the Gender Equity Review Committee members indicate that girls do indeed use the Pikeville High School weight room it is very obvious that it was a “male football domain”. <u>The Gender Equity Review Committee is to put together corrective action that would make the football dressing room/weight room more female friendly, not only in regard to weight room equipment, but the actual appearance of the “male domain”.</u> <u>This corrective action is to be presented to the KHSAA by December 15, 2003.</u> The Equity Committee needs to see that a schedule of weight room use is not only posted in the weight room, but a copy placed in the school’s permanent Title IX file. The Equity Committee needs to see that Form T-28 is filled out for boys track and placed in the school’s permanent Title IX file. <u>The Equity Committee needs to see that the summary sheets (Forms T-29, T-30 and T-31) are redone so that they <u>match</u> the comments made by the school’s coaches on the Form T-28’s.</u> <u>A corrected copy of these forms should be placed in the school’s permanent Title IX file and a copy sent to the KHSAA office by December 15, 2003.</u> The Equity Committee should continue to look at the school’s permanent Title IX file and the Form T-28’s to make sure all the blanks and questions have been filled and answered correctly.</p>
<p>Publicity</p>	<p>X</p>		<p>It is recommended that the Gender Equity Review Committee establish a policy that would ensure equal treatment regarding program production, schedule cards production and media guide productions to ensure that all sports are on an equal basis. Immediate steps should be taken to implement a policy specifying the criteria and qualifications for the placement of banners and/or pictures in the gymnasium and other commons areas of the school to ensure that all participants and teams have an equal opportunity for this “prime time”</p>

Publicity (cont.)			exposure. The Equity Committee needs to see that Form T-32 is filled out for boys' track and placed in the school's permanent Title IX file. The Equity Committee should continue to look at the school's permanent Title IX file and the Forms T-32 to make sure all the blanks and questions have been filled out and answered correctly.
Support Services	X		It is noted that the only coach's office appears to be one that is shared by boys' and girls' basketball and one that is shared by the football coaches. The Gender Equity Review Committee needs to look at the possibility of sharing these offices with spring sports coaches as needed. It is noted that Pineville High School has one cheerleading squad and that the squad cheers for football games as well as all boys' and girls' home basketball games. The Equity Committee needs to see that Form T-34 is filled out for boys track and placed in the school's permanent Title IX file. School personnel are looking at the possibility of starting one Booster Club that will represent all athletic programs at Pineville High School. It is recommended that the Equity Committee should require, through policies approved at the school, site base, and board of education level, that the booster organization regularly submit complete and audited financial reports to the school so as to include these amounts received and spent by this organization in any required reporting.
Athletic Scholarships	N/A		This area does not appear applicable in this situation.
Tutoring	N/A		All students at Pineville High School have the opportunity for tutoring provided by the Pineville Board of Education.
Housing and Dining Facilities and Services	N/A		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.

Recruitment of Student Athletes	N/A	It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
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5. **Brief Summary/Analysis of the Corrective Action Plan (T-60):**
Pineville High School is doing a lot of things right with Title IX, but one of their biggest problems is not giving themselves credit when they have set a corrective action and have reached it. No documentation is in place in the school's permanent Title IX file. The Gender Equity Review Committee needs to start putting together a listing of the steps the school has made with Title IX since 1999-2000. The KHSAA Audit Team discussed several items that need the attention of the Gender Equity Committee at Pineville High School, in regard to policy development and making these policies a permanent part of the school's Title IX file.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs:**
The only real problem with the Pineville Athletic Department is with the non-female friendly weight room. The Gender Equity Review Committee is to put together corrective action that would make the weight room more female friendly, not only in regard to weight room equipment, but in the overall appearance of the weight room. This corrective action plan is to be sent to the KHSAA office by **December 15, 2003**.

7. **Facility Recommendations or Concerns:**
Pineville High School has recently acquired some land that will be a great asset to the total athletic program.

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**, school personnel are 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**, school personnel are 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.

(Medical and Training Facilities and Services) On or before **December 15, 2003**, the school is requested to provide information to the KHSAA concerning the corrective action planed for making the school weight room more female friendly.

(Forms) On or before **December 15, 2003**, the school is requested to provide a copy of the following to the Kentucky High School Athletic Association.

- **1999-2000 Base Line Report Forms being redone: T-6,T-7, T-8, T-9 and T-10.**
- **1999-2000 Base Line Report Forms being redone: T-12 and T-13.**
- **1999-2000 Base Line Report Form being redone: T-16.**
- **1999-2000 Base Line Report Forms being redone: T-29, T-30 and T-31.**

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Paula Goodin

District Level Title IX Coordinator: Melissa Foster

Name	Title	Telephone
Gordon D. Bocoek	KHSAA Audit Team	606-678-8916
Phyllis Catlett	KHSAA Audit Team	859-299-5472
Elizabeth Madon	Girls' Basketball Coach	606-337-5701
Woodie Howard	Parent	606-337-6994
Paula Goodin	Principal	606-337-2361 x 310
J.D. Strange	Boys' Basketball & Baseball Coach	606-337-2361 x 316
Brenda Gambrel	Girls' Track Coach	606-337-2361 x 113
Bill Keyes	Athletic Director	606-337-2361 x 310

10. Comments:

It is noted that no one showed up for the Public Forum at 6:00. The KHSAA Audit Team does encourage the Pineville High School Gender Equity Review Committee to design a number of policies that will strengthen the governing of the school Athletic Department. Overall the Athletic Department and the student athletes clearly have the support of the school and the community.