



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2001-2002 school year)

School: **Reidland High School**

Reviewed By: **Fran Edwards**

Date Of Visit: **November 8, 2001**

Telephone Number of Reviewer: **(859) 277-0746**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Thru 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 |
| X | C | Full and Effective Accommodation of Interest and Abilities |

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

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| Comment: |
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B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

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| Comment: |
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C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

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| Comment: |
| It appears that students' interests are being addressed. A total of ten teams for female students and a total of twelve teams for male students were listed in the Title IX report for the 2000-2001 school year. Thirty-seven girls responded that they were interested in volleyball. However, at a meeting conducted by the athletic director, it was clear that many of the respondents were members of the soccer team and would be unwilling to leave this sport. Consequently, at this time, it would not be feasible to initiate interscholastic volleyball. |

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

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| Comment: |
| Students at Reidland High School were surveyed to ascertain their interest in athletic activities. Students in grades nine through eleven were surveyed during their advisor/advisee period. |

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

| Benefit to Students | Satisfactory | Deficient | Comments |
|---|--------------|-----------|--|
| Accommodation of Interests and Abilities | X | | The accommodation of interests and abilities is currently satisfactory. |
| Equipment and Supplies | X | | An inspection of the uniforms during the audit team's visit suggests that the quality of uniforms is comparable for both female and male participants. The school receives \$5,000.00 per year from the school board to purchase new uniforms. Generally, there is a four-year rotation for replacement. It is strongly recommended that a written policy for the rotation of uniform purchases be developed and kept in the permanent Title IX File at the school. |
| Scheduling of Games and Practice Time | X | | Double headers for boys' and girls' basketball are included in the schedule. For upcoming years, it is suggested that consideration be given to developing a split Thursday/Friday schedule for males and females as a means of equalizing prime time games. For both basketball and soccer, boys' and girls' teams follow an early/late rotation for the use of the facilities. Schedules for team use of the weight room should be posted to help insure equitable access. |
| Travel and Per Diem Allowances | X | | |
| Coaching | X | | An explanation of pay scales for the various coaching positions should be kept in the Title IX documents. Pay is comparable for both male and female sports. It is suggested that the Gender Equity Review Committee give consideration to developing strategies to increase the number of female coaches. |
| Locker Rooms, Practice and Competitive Facilities | X | | Overall, practice and competitive facilities are satisfactory. The baseball field is approximately one-half mile off campus. Currently, work is under way to improve the dugouts. They will also be adding a dressing area for the players. At this |

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| | | | time the field does not have lights. The softball complex, which was completed about two years ago, is located on campus. The facility is well maintained and equipped. Work is continuing on the soccer field; games are held at the football stadium. The track surrounding the football field is in fair condition. The tennis teams have access to two courts at county facilities and all matches are on the road. Two years ago a new floor and bleachers were installed in the gymnasium. No banners, other than state championships are displayed and it is suggested that a written policy be developed reflecting this practice. Approximately a year ago a storage area was converted to provide a new locker room for the boys' basketball team. This locker room is well appointed and reflects a strong team spirit. In contrast, the girls' basketball team is using the physical education locker room that is empty and lacks a sense of pride. Consideration should be given to upgrading another area for the girls' team. |
| Medical and Training Facilities and Services | X | | A certified trainer is not present at practices or competitive events. Although it is not an equity issue, for the well being of all athletes it is suggested that school personnel explore possible avenues to address this issue. |
| Publicity | X | | |
| Support Services | X | | There is one cheerleading squad that is split during basketball season; each group alternates between boys' and girls' games. Information presented in Forms T-35 and T-36 (Budgets-Program Comparison Charts 1 & 2) does not reflect funds acquired through the efforts of the various booster clubs associated with the athletic teams. Consequently, it is not possible to accurately assess equity in terms of financial support for the teams comprising the athletic program. (See Comments Section of this report.) |
| Athletic Scholarships** | | | NA |
| Tutoring** | X | | Tutoring is provided through the Extended School Services Program. |

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| Housing and Dining Facilities and Services ** | | | NA |
| Recruitment of Student Athletes** | | | NA |

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

The Corrective Action Plan submitted with the 2000-2001 report included one suggested change: "to possibly start intramural volleyball for girls." The goal for implementation is 2002.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

7. Facility Recommendations or Concerns

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, 2002**, 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, 2002**, 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 2001/2002 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.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: B. F. Behrendt

District Level Title IX Coordinator: Nancy Waldrop

| Name | Title | Telephone |
|-----------------|--------------------------|------------------|
| Glen Ringstaff | Principal | (270) 744-4210 |
| Phyllis Catlett | KHSAA Audit Team Member | (859) 299-5472 |
| Nancy Waldrop | Assistant Superintendent | (270) 744-4007 |
| Fran Edwards | KHSAA Audit Team Member | (859) 277-0746 |

10. Comments

The Reidland High School Gender Equity Review Committee includes both school personnel and community members. The work of the committee is enhanced due to the participation of student representatives. It appears that the committee is working diligently to provide equal opportunities and benefits for all students. However, in the coming months, it is essential that school personnel and committee members begin the process of amending practices relative to the funding of the athletic program.

The existence of several booster clubs, each with their own financial account outside of school funds, establishes the potential for creating inequities in expenditures for the various teams. This approach enables individual booster clubs to expend money independently and without regard for the welfare of the total program. It is imperative that thoughtful discussion is initiated to insure that policies and procedures are developed to ameliorate this situation. The design of these measures must incorporate administrative oversight of expenditures. The principal is charged with the responsibility of making certain that funding is comparable for both male and female teams.

Community members elected not to attend the Public Comment Session scheduled for 6:30 p.m. The meeting adjourned at 6:45 p.m.