



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Rose Hill Christian**
 Reviewed By: **Phyllis Catlett**
 Date of Visit: **December 12, 2002**
 Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

- GE-19 Yes No Students need to be added to the Gender Equity Review Committee, and meetings should be scheduled to evaluate fall, winter and spring sports.
- Survey Student Interest Form Yes No The school should survey all students grades 8-11.
- Summary Forms T-1 Through T-41 Yes No Some forms were incomplete and not accurate (ex. team and summary)
- 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
X	B	History and Continuing Practice Of Programs Expansion
	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 There were calculation errors for school years 1999-2000 and 2000-2001.

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

Comment:

For the school years 1999-2000 and 2000-2001, it appeared that the school was not in compliance. However, the school was in compliance with T-1 for the school year 2001-2002.

Form T-1 for 2000-2001 was altered from the original format. The school was instructed not to alter KHSAA forms.

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

Yes No There were calculation errors for 1999-2000, 2000-2001, and 2001-2002.

Comment:

For 1999-2000 and 2000-2001, it appears compliance with T-2 is possible

Form T-2 (2000-2001) was altered from original format. The school was instructed not to alter KHSAA forms.

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

Comment:

Question #4 was not answered on any of the three year reports.

Form T-3 (2000-2001) was altered from original format. The school was instructed not to alter KHSAA forms.

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

Yes No

Comment:
The school was encouraged to survey students in grades 8-11.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		
Equipment and Supplies	X		The school was urged to establish a uniform replacement policy. Presently, some uniforms are purchased by the school, some are purchased by boosters. Bags and shoes are provided for boys' basketball, but not for girls' basketball. Form T-6 should be accurate with Team Reports (T-8, T-9, T-10).
Scheduling of Games and Practice Time		X	The girls' basketball team played 38% of their games in "prime time" during the 2001-2002 season, and 25% for the 2002-2003 season. The girls' JV basketball team played eight less games than the boys' JV basketball team. The KHSAA will review the basketball schedules for 2003-2004 on April 15, 2003 (boys' and girls').
Travel and Per Diem Allowances	X		

Coaching		X	The school does not have an established salary schedule for coaching positions. The girls' program has five volunteer head coaches. There are only three volunteer head coaches for the boys' program. The boys' and girls' basketball coaches' salaries are not comparable.
Locker Rooms, Practice and Competitive Facilities		X	The softball facility used by the school does not have a scoreboard, press box, or concession stand. The only field the school maintains is the soccer field used by boys and girls for competition. T-26 should have a report for each locker room. T-27 should have a report for each practice and competitive facility.
Medical and Training Facilities and Services	X		The school was urged to post a schedule in the weight room to assure equal access. The weight room needs equipment that is user-friendly for the female athletes. The athletic program does not have a certified trainer for either gender.
Publicity	X		More publicity is needed for the individual sports. The school has one squad that cheers for boys' and girls' basketball on an equal basis. Form T-33 was not completed properly.
Support Services		X	Forms T-35 and T-36 (1999-2000) coaches' salaries for both boys' and girls' basketball are not consistent with coaches' summary, Form T-18 and T-22. Expenditures for boys' basketball

			was greater than for girls' basketball in the area of equipment and supplies for 1999-2000, 2000-2001. The same is true for boys' and girls' soccer. The school shall submit a salary schedule for coaches with the school's April 15, 2003 report. The expenditures for equipment and supplies for boys' and girls' basketball will be reviewed by April 15, 2003.
Athletic Scholarships**			
Tutoring**	X		Tutoring is available for all students.
Housing and Dining Facilities and Services:**			
Recruitment of Student Athletes**			

5. **Brief Summary/Analysis of the Corrective Action Plan (T-60):** The school did not give any items for correction on the 1999-2000 or 2000-2001 reports. The school addressed the need to provide more opportunities for participants on the 2001-2002 corrective action plan. The opportunities component will be reviewed in April 2003.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs:** One deficiency is the lack of having a certified trainer for the athletic program. Another is the number of volunteer coaches in the head coaching positions. Also, a lack of on-campus facilities.

7. **Facility Recommendations or Concerns:** All of the outdoor facilities are off-campus and are owned or operated by the county or the city, and the school has little control over improvements. The school shall submit a plan for improvement of the softball field by April 15, 2003.

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:

By April 15, 2003 show progress toward adopting an equitable salary schedule policy for coaches in comparable sports.

(Selection of Cheerleaders) On or before **April 15, 2003**, 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, 2003**, 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:

District Level Title IX Coordinator:

Name	Title	Telephone
Phyllis Catlett	KHSAA	859-299-5472
Steve Stephens	Administrator	606-324-6026
John McGuire	Financial Administrator	606-329-2821
Chuck Leadingham	Parent-Volunteer	606-324-7005
Kelly Spradlin	Parent- Volunteer	606-836-7016
David Thompson	School Board	606-329-8511
Gordon Bocoock	KHSAA	606-678-8916
John Bush	Athletic Director	606-324-6647
Charles E. Stewart	Pastor	606-324-3812

10. Comments

The school changed/alterd the format of some of the reports; the school was instructed to use forms provided by the KHSAA for future reports. Some team reports were prepared by the same individual due to coaching personnel changes.

No one attended the public hearing. The audit team left the campus at 6:10.