



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School Shelby County High School

Reviewed By: Larry Boucher/Brigid DeVries

Date Of Visit: 12-13-00

Telephone Number of Reviewer (859) 299-5472

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No School provided a summary of the Student Survey.

Summary Forms T-1 Thru T-41 Yes No However, many of the forms are not signed and are hard to interpret .

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 N/A

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

Comment:

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

Yes No

Comment:
The Participation Opportunities Test is the one that Shelby County High Schools meets, however, the school did not perform the calculation correctly

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:
Shelby County offers almost all of the sports to its female students that the KHSAA sponsors a state championship in. The survey indicates that there might possibly be an interest in Field Hockey.

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

Yes No

Comment:

School provided a percentage breakdown instead of a numerical breakdown

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school meets the continuing practice of offering sports and adding teams for its female athletes.
Equipment and Supplies		X	It appears boy's soccer has game uniforms and girls do not? It also appears that boy's basketball has travel bags and girls do not? Some forms are not signed by coaches. Form T-6 asked for the number of participants not teams. The team charts are filled out differently and it is difficult to compare one sport to another i.e., girls' basketball to boys' basketball.
Scheduling of Games and Practice Time	X		Some forms are not signed by individual coaches. There is a concern by the softball coach regarding a lack of practice time on the softball field.
Travel and Per Diem Allowances		X	Impossible to determine given that many forms are not signed and/or labeled as to what sport they refer to. It appears that boy's football is given per diem meal money along with boy's golf. It does not appear that any girls sports' are provided meal money.
Coaching	X		Excluding football, the girls coaches have extensive experience in coaching. However, the school should look at some comparable sports that afford boys more coaches than girls. More coaches allows for more individual coaching and training opportunities. The school provided a percentage breakdown as to what coaches are paid to coach. In future reports, when salaries are requested, figures shown should be dollar amounts.

Locker Rooms, Practice and Competitive Facilities		X	Again, several forms are unsigned and therefore it is VERY difficult to determine equity. There is a Fieldhouse that appears to be used by boys' sports. A case in point is that the boys baseball team is listed as using it while the girls softball team does not. The baseball and softball teams both play at the same community park several miles away.
Medical and Training Facilities and Services	X		Several forms are unsigned by coaches. Most girls coaches indicate they do not use the weight room in the fieldhouse, but use weight facilities at local fitness centers.
Publicity	X		School personnel has indicated on Form T-41 (Overall Checklist) that the boys' program has the advantage in the publicity area. The school has indicated in its Corrective Action Plan that it intends to support its girl's basketball program with game programs .
Support Services	X		Numerous forms are unsigned.
Athletic Scholarships**	X		
Tutoring**	X		
Housing and Dining Facilities and Services **	X		
Recruitment of Student Athletes**	N/A		

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

It appears that school personnel are beginning to address items that need to be changed. School personnel intends to add an additional coach in Volleyball to allow for the addition of a Freshman Team. The school is looking into the possibility of constructing (possibly by 2002-2003 school year) a sports complex on campus for soccer, baseball and softball teams. School personnel has stated they will work to provide equal publicity for all comparable sports, as well as work toward equalizing fund-raising opportunities for both boys' & girls' sports programs.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The most obvious overall inequity is the amount of money spent on boy's teams versus girl's

teams. Not including football expenditures (\$21,930), boys' sports expended \$88,795 while girls' sports expended \$53,855. The variance in expenses is significant given that comparable boys' and girls' teams were budgeted the same amounts for the year. If football were included, then boys' sports would have had almost twice as much spent on them as girls' sports. Obviously, Booster Club monies are included in these amounts (which they are supposed to be), but these expenditure amounts cause a genuine concern over the equity in benefits afforded the female students. The school should show no later than April 15, 2001 that it has worked with school Booster Clubs to gain control over these funding issues and eliminate this apparent inequity.

7. Facility Recommendations or Concerns

Given that a Fieldhouse apparently exists for boys' teams, there should be an aggressive and meaningful effort to develop an on-campus sports complex that can be used by female (as well as male) student athletes rather than to travel 8-10 miles to off-site fields.

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:

NOTE: School shall submit, no later than **April 15, 2001** it's plan for bringing expenditures more into line with Title IX guidelines.

NOTE: While it is not being required at this time, future efforts by the school to audit the school's Title IX compliance should ensure that forms are filled out properly and signed by appropriate personnel/coaches.

(Selection of Cheerleaders) On or before **March 1, 2001**, 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 **March 1, 2001** 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 2000/2001 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.

Kentucky High School Athletic Association

MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner 
Brigid L. DeVries, Executive Assistant Commissioner

Date: January 19, 2001

Subject: KHSAA Title IX Final Audit Report
1999-2000 School Year



Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 1999-2000 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be proposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 1999-2000 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.