



## TITLE IX FINAL AUDIT REPORT

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

School: **University Heights Academy**

Reviewed By: **Gary W. Lawson**

Date of Visit: **November 20, 2003**

Telephone Number of Reviewer: **(502) 875-3817**

### 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)

	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

Were the calculations performed correctly? Yes  No

**Comments:**

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:**

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:**  
According to responses on Form T-3, the school currently meets the standards of this test. These responses appear to be supported by the student survey.

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

**Comments:**  
It appears that the student population was surveyed correctly. School personnel are to be commended for receiving a 96% return rate on its most recent survey.

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

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>	<b>X</b>		The school's Title IX file was inspected by the KHSAA Audit Team. The file appeared to be in good order except no written minutes for the Title IX meetings held during the 2002-2003 school year could be found. School personnel were reminded that written minutes should be kept for all Title IX meetings. It appeared that the school meets the standards established in Test #3 for opportunities. The most recent student survey appears to support the school's responses on Form T-3. School personnel currently have student representatives on their Gender Equity Review Committee and were encouraged to continue to do so. The proper development of and follow up to a Corrective Action Plan was discussed with school personnel.
<b>Equipment and Supplies</b>	<b>X</b>		It was suggested that school personnel look into the feasibility of developing a uniform rotation and replacement plan. The school visit showed that all athletes at University Heights are provided with high quality uniforms. It appeared that the school's athletic program is in need of storage space for all sports except boys' and girls' basketball and baseball. School personnel were alerted to the fact that each sport should have an assigned storage space for athletic equipment and supplies.
<b>Scheduling of Games and Practice Time</b>		<b>X</b>	"Prime time" scheduling was defined and discussed with school personnel. A review of the school's basketball schedule for 2003-2004 shows that the girls' basketball team has no "prime time" games scheduled at home. Although the boys' basketball team only has 33% of its games scheduled in "prime time" in this particular year, it still appears that a significant change in scheduling needs to be made in order to ensure parity. (See KHSAA Recommended Action) All practice facilities that are shared by the school's athletic teams

<b>Scheduling of Games and Practice Time (cont.)</b>			appear to be shared equitably.
<b>Travel and Per Diem Allowances</b>	X		Meal allowances for athletic teams were discussed. A policy is being developed by school personnel to attempt to ensure equity in this area.
<b>Coaching</b>	X		Coaching salaries showed to the KHSAA Audit Team appeared to be equitable. The number of off-campus coaches for girls' teams as compared to boys' teams appeared equitable.
<b>Locker Rooms, Practice and Competitive Facilities</b>	X		The school has only one athletic locker room for all boys' teams and one athletic locker room for all girls' teams. The school's softball field is currently being renovated. The softball dugouts and scoreboard appeared equal to those at the baseball field. School personnel were alerted to the fact that the other amenities at the softball field should equal those at the baseball field once renovations are completed. This renovation should include provision of an adequate equipment storage area for softball.
<b>Medical and Training Facilities and Services</b>	X		The school does not have a weight room. All athletes at the school are provided a membership at the Trover Fitness Center. The school also has a contract with the Trover Clinic for provision of training services and free physical exams for all athletes. The provision of benefits appeared equitable in this area.
<b>Publicity</b>	X		It was suggested that the Gender Equity Review Committee look into the feasibility of developing a written policy for the display of athletic recognition in the school gymnasium. Cheerleading was discussed. The school currently has one cheerleading squad. This squad cheers at selected boys' and girls' basketball games both at home and away. The school's Athletic Director is responsible for ensuring that the squad cheers at an equal number of boys' and girls' games each year.

<b>Support Services</b>	<b>X</b>		Booster clubs were discussed. The school currently has one booster club for all sports. All booster monies are deposited into school accounts and school purchase orders are used for all purchases. School administrators at University Heights appeared to be making positive steps in relation to control of booster organizations. According to the school's most recent submittal of Forms T-35 and T-36 to the KHSAA, they were spending significantly more per male athlete than per female athlete for equipment and supplies. The KHSAA Audit Team requested that both school administrators and members of the Gender Equity Review Committee monitor this situation very closely.
<b>Athletic Scholarships</b>	<b>X</b>		
<b>Tutoring</b>	<b>X</b>		
<b>Housing and Dining Facilities and Services</b>	<b>X</b>		
<b>Recruitment of Student Athletes</b>	<b>X</b>		

5. **Brief Summary/Analysis of the Corrective Action Plan (T-60)**  
The school's most recent Corrective Action Plan calls for some renovation of the girls' dressing room.
6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**  
The major observed deficiency was the lack of "prime time" playing opportunities provided for the girls' basketball team. (See KHSAA Recommended Action)
7. **Facility Recommendations or Concerns**  
The major facility concern shown during the school visit was the lack of storage space and dressing room space for all sports at the school.

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).

**(Scheduling of Games and Practice Times)** On or before **March 15, 2004**, school personnel are to submit a letter to KHSAA detailing the basketball scheduling changes that are being made for the 2004-2005 season in order to provide greater "prime time" playing opportunities for girls' basketball. This letter should show that at least 40% of girls' basketball games are to be played in "prime time" or that the girls are playing at least the same percentage of "prime time" games as the boys' team. This letter is to include the dates of the games to be changed and the names of the teams to be played in "prime time".

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator:** Martin W. Cline, Jr.

**District Level Title IX Coordinator:** Martin W. Cline, Jr.

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Fran Edwards	KHSAA Audit Team	(859) 299-5472
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Martin W. Cline, Jr.	Athletic Director	(270) 885-3898
Jill Terhune	Student Athlete	(270) 885-7001
Lisa N. Roark	Parent/Board member	(270) 886-3821
Marvin Denison	Upper School Director	(270) 886-9255
Becky Bradley	Softball Coach	(270) 886-5419
Patrick Metcalf	Student Athlete	(270) 886-6169
Linda Ledford	Head of School	(270) 886-0254

**10. Comments**

One person from the community attended the Public Comment session. The meeting was adjourned at 6:20 p.m.