



**KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT**

(For schools re-visited during the 2015-2016 school year)

School: Anderson County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: September 14, 2015
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes No
- Benefits Summary Charts (Forms T-35 & T-36) Yes No
- Checklist Overall Athletics Program (Form T-41) Yes No
- Improvement Plan Summary Charts (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

Comments: According to the rosters and data submitted, the school has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years. The 2014-15 annual Title IX report shows that 50.2% of the school's enrollment was female and that 44.7% of the athletic participants were female.

- 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

Comments: The rosters and information submitted in the annual Title IX reports indicate that the standard established by Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The most recently submitted T-2 form shows that no teams at any level for either gender have been added during the past five years.

- 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

Comments: The data and responses on the T-3 forms, as well as the supplemental information provided by the school, indicate that the standard established in Test 3 for the provision of athletic opportunities has been met during each of the past three school years. The school currently offers 18 total teams for male participation and 17 total teams for female participation.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: According to the information provided on the T-63 form in the 2013-14 annual Title IX report, an 82.6% completion rate was received on the most recent athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The December 12, 2000 Title IX school visit report rated this area <i>Satisfactory</i> because it appeared the school was meeting the standards established in both Tests 1 and 2 for provision of athletic opportunities. The December 4, 2008 visit report again rated this area <i>Satisfactory</i> citing evidence that the standard established in Test 3 was being met. Annual reports and supplementary documentation (see October 2, 2014 letters regarding student interest in bowling) provided by the school give strong indication that the standard of Test 3 continues to be met at this time. (See detailed explanations for each of the three opportunities tests on page 2 of this report.) <u>SCHOOL OFFICIALS WERE REMINDED THAT ALL STEPS TAKEN TO ADDRESS INDICATED STUDENT INTERESTS SHOULD BE DOCUMENTED IN SECTION 5 OF THE T-3 FORM.</u> During the most recent visit, the school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, an extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, facilities usage schedules for the gyms, soccer field, and the weight training room, written guidelines regarding the provision of letters and bars, jersey retirement, and the display of banners and pictures. (See <i>Publicity</i> and <i>KHSAA Recommended Action</i>.) Also contained in the Title IX file was written designation of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a plan for equitable review and replacement of uniforms (See <i>Equipment and Supplies</i>), written regulations for the provision of per diem (see <i>Travel and Per Diem</i>), and a copy of the Athletic Facility Emergency Medical Plan (KRS 160.445). School</p>

Accommodation of Interests and Abilities continued			administrators were commended for the development and maintenance of a comprehensive and well organized Title IX file.
Equipment and Supplies	X		<p>Both school visit reports for 2000 and 2008 deemed this benefit category <i>Satisfactory</i>. The 2008 report requested that the school develop and implement a written uniform review, rotation, and/or replacement plan. The most recent visit revealed that the school has a written plan for replacing all uniforms every four years except those for boys and girls golf, boys and girls swimming, and boys and girls tennis and archery. These teams purchase their own uniforms which are replaced annually. <u>UPON RECEIPT OF THIS REPORT, IT IS REQUESTED THAT THE WRITTEN UNIFORM REVIEW PLAN BE EXPANDED TO SHOW A COMPLETE CYCLE OF PURCHASE FOR ALL SCHOOL SPONSORED TEAMS.</u> All uniforms and equipment reviewed during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities. According to information submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$159 per female athlete and \$72 per male athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>Both previous Title IX school visit reports designated this benefit category <i>Satisfactory</i>. According to information provided during the most recent visit, the number of competitive events scheduled for teams of “like” sports was comparable. Facility usage schedules showing parity were provided for all shared athletic venues (gyms, soccer field, and weight training room). The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.</p>

Travel and Per Diem Allowances	X		<p>The two previous school reports rendered this category <i>Satisfactory</i>. The 2008 report documented that the school did not submit complete information in relation to expenditures in this area. Interviews with school officials and the review of the T-35 forms for the past two years give strong indication that recent submittals are correct. Written guidelines addressing the equitable provision of per diem (meals and lodging) were found in the Title IX file, but these guidelines did not address equitable provision in regard to transportation. UPON RECEIPT OF THIS REPORT, THESE REGULATIONS SHOULD BE EXPANDED TO INCLUDE EQUITY OF PROVISION IN THE MODE OF TRANSPORTATION (school bus, charter bus, van, other board-owned vehicles, etc.). The data submitted in the 2013-14 and 2014-15 annual Title IX reports show that the school was spending approximately \$100 per female athlete and \$53 per male athlete for travel and per diem.</p>
Coaching	X		<p>The 2000 and 2008 Title IX school visit reports designated this benefit category <i>Satisfactory</i>. The school's athletic director is responsible for the evaluation of all head coaches. A written instrument is currently being used as part of this endeavor. According to the information on the T-35 form in the 2014-15 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports were comparable. A review of the district's extra service pay schedule for coaches indicated relative parity. According to the data found on the T-35 form in the 2014-15 annual report, the coaching ratio is one coach per 11.5 female athletes and one coach per 13 male athletes. Information gathered during the most recent visit revealed that 23% (2/9) of the head coaches of girls' teams and 40% (4/9) of the head coaches of boys teams were on-campus employees.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>The 2000 school visit report rated this benefit category <i>Satisfactory</i> but listed differences in the following areas: proximity of dressing facilities for softball compared to baseball; need for a softball press box; and the need for general upgrades at the softball field. The December 4, 2008 report again assessed the category <i>Satisfactory</i> and documented that a softball press box had been built, and the school board had approved the construction of a softball field house. The tour of facilities during the most recent visit showed that the new softball field house was completed. This very well appointed venue provides a large dressing area with high quality amenities and a large, well maintained indoor hitting facility. Although all outdoor venues at the school are rated as excellent, the new and improved softball facilities likely give the female athletes the advantage in this benefit category. All teams sponsored at Anderson County had an assigned dressing room and equipment storage area. These facilities are in close proximity to the competitive venues (except for those teams which compete off the school campus—golf and swimming).The school currently provides three gyms for practice and competition. Girls' basketball, softball, volleyball, football, wrestling, baseball, and boys' basketball all have exclusive dressing rooms. All other teams share dressing rooms in the back wing of the building near auxiliary gym #2. In summary, the school not only provides excellent locker rooms and competitive facilities but has made significant improvement in the equity of amenities at these venues.</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The 2000 school visit report rendered this benefit category <i>Satisfactory</i> but did emphasize the need for a written and posted usage schedule for the weight training room. The 2008 report rated the category <i>Satisfactory</i> and documented the existence of an equitable and posted usage schedule for the weight room. The most recent visit revealed that the school has a large well-appointed and equipped weight training room that serves all school teams. This center provides numerous equipment options that are suitable for use by female athletes. There was an equitable usage schedule for this venue in the Title IX file and posted at the facility. An athletic trainer employed by the school district is available on a daily basis to all student athletes. The school has a large, well equipped training room. Student athletes at Anderson County High School are responsible for getting their own physical examinations.</p>
<p>Publicity</p>	<p>X</p>		<p>Both previous Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The school currently has one varsity cheerleading squad that cheers at all home and post season games for football and boys and girls basketball. The pep band performs at five home games for both the boys and girls basketball teams. The dance team performs at one home basketball game for both the boys and girls teams. The Title IX file contained detailed written guidelines for the provision of letters and bars, the retirement of jerseys, and the posting of banners and pictures for athletic recognition. These regulations did <u>not</u> include stipulations related to provision of athletic awards and banquets. (See <i>KHSAA Recommended Action</i>.) The awards column on the T-35 form in the 2014-15 annual Title IX report appeared to show <u>budgeted</u> amounts rather than <u>actual expenditures</u>. SCHOOL OFFICIALS WERE TOLD THAT ALL COLUMNS ON FUTURE T-35 FORMS SHOULD SHOW <u>ACTUAL EXPENDITURES—NOT BUDGETED AMOUNTS</u> FOR EACH SPORT. The 2014-15 annual Title IX report indicated that the school spent \$14 per female</p>

			athlete and \$10 per male athlete for awards.
Support Services	X		This benefit category was designated <i>Satisfactory</i> in 2000 and 2008. The second report did state that a full evaluation was not possible because complete Travel and Per Diem expenditures were not provided. The reports for the past three years appear to have accurate and complete amounts shown for travel and per diem. The school currently has two athletic booster clubs. One club serves all school sponsored sports and is primarily supported by revenues from bingo. The second club serves only the football team and is supported primarily by the money received from the football concession stand. Both booster clubs have off-campus bank accounts, but neither can make purchases without the approval of the school's athletic director. The internal analysis summary for the 2013-14 annual report shows that 41% of total athletic spending was for female athletes who made up 41% of the participants. The internal audit summary for the 2014-15 annual report showed that the school spent approximately \$455 per female athlete and \$395 per male athlete.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following

- upgrading the soccer and track facilities;
- increasing female participation by placing emphasis on county youth leagues;
- assessing interest in lacrosse and bass fishing.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the September 14, 2015 Title IX school visit.

There were a few “areas of concern” in relation to:

- developing a comprehensive uniform review, rotation, and/or replacement plan (see *Equipment and Supplies*),
- developing equitable regulations for provision of transportation (see *Travel and Per Diem*),
- submittal of accurate expenditures for awards on the T-35 form (see *Publicity*), and the provision of equitable guidelines for athletic awards and post season banquets (see *Publicity*.)

It should be noted that Anderson County High School has had three Title IX audits—2000, 2008, and 2015, and has not been reported to be deficient in any area. The school is commended for continued progress in relation to equitable provision of opportunities and benefits for their student athletes.

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated in the body of this report, it is requested that the following area of concern be addressed to try to insure that equitable benefits are provided.

(Publicity) On or before February 1, 2016, the school is to submit to KHSAA a written expansion of the current regulations for publicity which address equitable provision in relation to awards for student athletes and post season banquets for school sponsored athletic teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the December 4, 2008 Title Ix school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Rick Sallee, 1 Bearcat Dr., Lawrenceburg, KY 40342
(502) 680-0328

District Level Title IX Coordinator: Rick Sallee, 1 Bearcat Dr., Lawrenceburg, KY 40342
(502) 680-0328

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Dillon Harper	Student Athlete	
Mia Aldridge	Student Athlete	(502) 839-5118
Clay Birdwhistell	Girls Basketball Coach	(502) 839-5118
Jeremy Cook	Girls Tennis Coach	(502) 839-5118
Bridget Wells	Associate Principal	(502) 839-5118
Chris Glass	Principal	(502) 839-5118
Catina Sims	Track Coach	(502) 330-9114

10. Comments

was No one from the community attended the Public Comments session. The meeting adjourned at 3:25 p.m. EDT.