



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2012-2013 school year)

School: Bath County
Prepared By: Gary W. Lawson
Date of Re-Visit: November 19, 2012
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
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 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.

- 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 data submitted indicates that the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2011-12 annual report shows that the school had added one junior varsity team with approximately 15 participants for girls in the past five years. This additional team has increased the percentage of female participants by about 7.2%.

- 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 responses on the T-3 forms that were part of the last three annual reports suggest that the standard established in Test 3 is being met. However, the information from the most recent student athletic interest survey does not support the responses on the T-3 form. The indicated interests in girls tennis (39) and bowling (23) must be addressed for validity in order for this standard to be met.

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

Comments: According to documentation found on the T-63 form, an 82% return rate was received on the most recent student 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>Both the January 8, 2001 and the November 7, 2007 school visit reports rendered this area as <i>Satisfactory</i>. In 2001, the data indicated that the standard for Test 2 was being met and in 2007, the data indicates that the standard for Test 3 was being met. Information submitted on recent annual reports shows that the school is not meeting the standards established in any of the three tests. Although the responses on the most recent T-3 form suggests that the standard established in Test 3 is being met, these responses are <u>not</u> supported by the information on the most recent student athletic interest survey. The indicated interests in girls tennis and bowling need to be validated first and then pursued, if necessary, in order to meet the standard of this test. Because the school is <u>not</u> meeting any one of the above described standards, this category is rendered <u>deficient</u>. A KHSAA representative reviewed the school's Title IX improvement plans. These plans are not sufficiently specific, and it appears that some items (2010-11) have not been addressed. KHSAA representatives reviewed the Title IX file. It was found to contain all the school's annual reports from the KHSAA for the past five years, the two previous Title IX school visit reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all school sponsored sports, a school generated athletic handbook for coaches, written facilities usage schedules for the gym, soccer field, and weight training room (See <i>Scheduling of games and Practice Times and KHSAA Recommended Action</i>), written guidelines for awards and recognition of athletic accomplishments (see <i>Publicity</i>), written assignment of locker room and athletic storage space for each team, written Gender Equity Review Committee meeting minutes for only one meeting in 2012-13, agendas for three meetings in 2010-22, some undated minutes for meetings in 2009-10 (See <i>KHSAA</i></p>

<p>Accommodation of Interests and Abilities continued</p>			<p><i>Recommended Action</i>), a written uniform review, rotation, and/or replacement plan, and written guidelines for provision of travel and per diem (see <i>Travel and Per Diem</i>). School officials were encouraged to continue to develop and maintain a comprehensive Title IX file.</p>
<p>Equipment and Supplies</p>			<p>The January 8, 2001 school visit report rendered this benefit category as <i>Deficient</i> stating that there was a major disparity in relation to the provision of softball uniforms. The November 12, 2007 report rated this category as <i>Satisfactory</i> but did maintain there was still <u>a difference between the uniforms provided for baseball and softball</u>. A review of uniforms and equipment during the most recent visit showed parity both in quality and quantity provided. It did appear in some areas that there was an advantage for female athletes. The inspection of the school's Title IX file showed that a uniform review, rotation, and/or replacement plan was in place based on a four-year rotation. Interviews with coaches indicated that they are knowledgeable of the existence of this plan. According to data submitted on the most recent T-35 and T-36 forms, the school was spending approximately \$99 per female athlete and \$94 per male athlete for equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>Both the 2001 and 2007 Title IX school visit reports deemed this category <i>Satisfactory</i>. According to information provided during the most recent visit, the number of competitive events scheduled for teams of "like" sports appears to be comparable. There was a difference in the number of matches for girls and boys golf in 2011-12. This appeared to be the result of the late hiring of a girls coach rather than a pattern. Documentation provided and information gathered during interviews indicated that all shared practice facilities were assigned equitably. There were samples of practice schedules for the gym and soccer field. <u>There was no schedule provided for the off-campus hitting facility shared by baseball and softball.</u> (See <i>KHSAA Recommended</i></p>

Scheduling of Games and Practice Times continued			<i>Action.</i>) According to schedules and results posted on the KHSAA web site, it seems that the school is making an effort to provide equivalence in regard to optimal playing times for all student athletes.
Travel and Per Diem Allowances	X		The January 8, 2001 school visit report stated that this benefit category was <i>Satisfactory</i> . As a result of the second visit in 2007, the school was rendered <i>Deficient</i> . The report documented that the school had failed to submit expenditures for provision of travel and per diem for the previous four consecutive years. The school has submitted travel expenditures for the past three years, and according to the 2011-12 annual report, it was spending approximately \$105 per female athlete and \$133 per male athlete for provision in this area. The school's Title IX file contained a set of written guidelines for travel and per diem. These guidelines appear to adequately address the mode of transportation as well as the provision of meals. <u>It was requested that, upon receipt of this report, the Gender Equity Review Committee expand the guidelines to include equitable parameters in regard to provision of motel rooms.</u>
Coaching	X		Both the two previous school visit reports (2001 and 2007) rated this benefit category as <i>Satisfactory</i> . According to the data submitted in the annual reports, the total amounts spent for coaching salaries for teams of "like" sports seems equitable. A review of the district's extra service pay schedule showed parity. Overall, the number of coaches provided for teams of "like" sports shows equivalence. Information received during the visit indicated that 29% of all head coaches—both boys and girls—are off-campus employees.
Locker Rooms, Practice and Competitive Facilities	X		The previous two school visit reports rated this benefit category to be <i>Satisfactory</i> . Both reports noted the need for improvements on the softball field. At the time of the second visit, new facilities were being constructed for both baseball and softball. The most recent visit

			<p>revealed that the baseball and softball facilities have been completed. These venues, along with the boys and girls soccer field and the boys and girls cross country course are located in the Bath County-Owingsville Sports Complex located approximately 2.5 miles from the school. Daily transportation to this complex is provided by the school. The baseball and softball facilities are very well appointed and offer, essentially, the same amenities. All the competitive facilities inspected during the visit offered similar amenities for both genders. Exclusive locker rooms are provided for boys basketball, girls basketball, and football. All the other teams, except softball and baseball, share use of the physical education locker rooms in the gym. This space seems to be assigned equitably. The baseball and softball teams are currently assigned to use the men's and women's restrooms at the field in order to dress. <u>School officials were urged to look into assigning these two teams locker room space at the school.</u> Equipment storage space seems to be in short supply at the school, but the available space does appear to be assigned equitably. <u>It was also suggested that school officials attempt to find a place for the boys and girls cross country teams to store uniforms.</u></p>
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<p>Medical and Training Facilities and Services</p>		<p>X</p>	<p>The January 8, 2001 report rendered this category to be <i>Satisfactory</i> but stated there was <u>no</u> posted usage schedule for the weight training room. The November 12, 2007 report rated this category <i>Deficient</i> noting there was a posted usage schedule for the weight room that did not show provision for female access. The most recent visit showed that the school has two weight training rooms—one located at the high school and one at the middle school. Both facilities appear to contain equipment that is suitable for use by female athletes. The school's Title IX file had some guidelines and schedules that addressed provision of access to both weight training rooms. Interviews with coaches and student athletes indicated female athletes used the facilities. <u>Unfortunately, just as there were omissions in 2001 and 2007, the current schedule for usage posted at the facilities for public viewing shows only male access. Failure to properly address this longstanding issue renders this benefit area to again be <i>Deficient</i>.</u> (See KHSAA Recommended Action.) All student athletes have access to an athletic trainer one day per week through a contract with the University of Kentucky. Free athletic physical examinations are provided by the Bath County Clinic on one designated day per year for all student athletes free of charge.</p>
<p>Publicity</p>	<p>X</p>		<p>Both the previous school visit reports stated that this benefit category was <i>Satisfactory</i>. The 2001 report requested that written guidelines for the posting of banners be developed, and the 2007 report stated that the financial information submitted in the area of awards was incomplete. The school currently sponsors one cheerleading squad that cheers at all home football, boys basketball, and girls basketball games and at all post season tournament games for the teams listed above. The pep band performs at all home football games and at an equal number of home boys and girls basketball games as monitored by the athletic director. The school's mascot attends the same events as the pep band. The</p>

Publicity continued			Title IX file contained a rather comprehensive set of written guidelines regarding awards and recognition of athletic accomplishments. <u>It is requested that upon receipt of this report that these guidelines be expanded to include the establishment of acceptable parameters in relation to the purchase of awards.</u> According to data submitted in the 2011-12 annual report, the school was spending approximately \$25 per female athlete and \$41 per male athlete for awards.
Support Services	X		Both the 2001 and the 2007 school visit reports rated this category to be <i>Satisfactory</i> . The second report (2007) stated that data in several categories was incomplete on the T-35 and T-36 forms. The most recent visit revealed that the school currently has booster clubs for almost all school sponsored sports. All the clubs have off-campus bank accounts. As part of the 2007 report, <i>KHSAA requested that the school submit its procedures for oversight of booster spending. <u>These requested written procedures have never been received.</u></i> (See KHSAA Recommended Action.) A review of athletic spending over the past two years shows these expenditures have been within acceptable parameters for a football playing school. In 2010-11, approximately \$541 per male athlete and approximately \$490 per female athlete was spent. In 2011-12, approximately \$474 per male athlete and \$386 per female was spent.
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:

- possibly addressing indicated athletic interests;
- encouragement of boosters to include female sports in team programs;
- implementation of sports calendars for all programs.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Two deficiencies are designated as a result of the November 19, 2012 Title IX school visit. The deficiency in *Accommodation of Interests and Abilities* stems primarily from the school's failure to meet the standards established in any of the three tests for provision of athletic opportunities. (See *KHSAA Recommended Action*.) The deficiency in the area of *Medical and Training Facilities and Services* arises from the school's continued failure to document that female access is provided to the weight training facilities at the school. There are also some "areas of concern" in the categories of *Accommodation of Interest and Abilities* and *Scheduling of Games and Practice Times* which need to be addressed in an effort to avoid future deficiencies. (See *KHSAA Recommended Action*.)

7. KHSAA Recommended Action in relation to new deficiencies

(Accommodation of Interests and Abilities)

On or before January 31, 2013, the school is to submit to KHSAA documentation of the steps taken to address the indicated interests in bowling for authenticity. These steps are to include, but not be limited to, records of meetings held for interested students and/or parents in relation to sport activity. If the interests are verified to be genuine, then designate the steps that will be taken in regard to the addition of this sport activity. This information should also be documented on the T-3 and T-60 forms in the April 30, 2013 annual Title IX report.

On or before February 13, 2013, the school is to submit to KHSAA documentation of the steps taken to address the indicated interests in girl's tennis for authenticity. These steps are to include, but not be limited to, records of meetings held for interested students and/or parents in relation to this sport. If the interests are verified to be genuine, then designate the steps that will be taken in regard to the addition of this sport. This information should also be documented on the T-3 and T-60 forms in the April 30, 2013 annual Title IX report

On or before April 19, 2013, the school is to submit to KHSAA written minutes from at least two Gender Equity Review Committee meetings held after December 1, 2012. These minutes should include the date and agendas for the meetings, discussions held, and members in attendance. Copies of these minutes should be placed in the Title IX file.

Although not currently designated to be deficiencies, the following *areas of concern* need to be addressed in order to avoid future deficiencies.

(Scheduling of Games and Practice Times) On or before February 13, 2013, the school is to submit to KHSAA a copy of a usage schedule for the indoor hitting facility that is shared by softball and baseball. This schedule should show equivalence in regard to times provided for practice. This schedule should be posted at the facility and also become part of the school's Title IX file.

(Support Services) On or before February 13, 2013 the school is to submit to KHSAA a written description of the procedures in place for administrative oversight of booster spending for the provision of equity. This plan should include, but not be limited to, specific steps taken to monitor expenditures as well as designation of the personnel responsible for overseeing this situation.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

(Medical and Training Facilities and Services)

On or before February 13, 2013, the school is to submit to KHSAA photographs of the posted usage schedules at both the school's weight training rooms which show equitable female access to both facilities. Written copies of these schedules are to accompany these photographs and to be posted at the facilities and placed in the Title IX file.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator:

District Level Title IX Coordinator:

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502)-545-3393
Lisa McFarland	Board Member	(606) 336-0730
Reed Fields	Football Coach	(606) 674-3090
Steven C. Meadows	Asst. Supt./Title IX Coord.	(606) 674-6314
Arlen R. McNabb	Athletic Dir./Title IX Coord.	(606) 768-6147
Jeremy Booher	Volleyball Coach	(606) 776-6444
Evan Staviski	Student Athlete	(606) 336-1630
Kathy Johnston	KHSAA	(859) 299-5472

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:30 pm EST.