



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

(For schools re-visited during the 2013-2014 school year)

School: Bishop Brossart
 Prepared By: Gary W. Lawson
 Date of Re-Visit: October 17, 2013
 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
- Title IX Improvement Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	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 met the standard established in Test 1 for the provision of athletic opportunities during two of the past three school years (2010-11 and 2012-13), and is currently meeting that standard. The school's percentage of participation is almost a 50/50 split between males and females.

- 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 on the T-2 form for 2012-13 is incorrect—it shows the addition of teams with no participants. It appears that, even with the correct submission of information, the threshold for this test would not be met.

- 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 information submitted by the school on the most recent T-3 form shows that the standard established in Test 3 is not being met. The T-3 form states that there is an indicated interest in bass fishing, but this document is not supported by the data found in the most recent student athletic interest survey which indicates no interest in this sport.

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 on the T-63 form in the 2011-12 annual report, the school received a 92% completion rate 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 April 10, 2003 and the January 11, 2007 school visit reports rated this area <i>Satisfactory</i>. The school appeared to be meeting the standard established in Test 1 for provision of athletic opportunities at the time of each visit. The documentation provided by the school indicates that the standard established in Test 1 is currently being met in regard to female athletes. In all likelihood, the school is also meeting the standard established in Test 3 if the student athletic interest survey results are correct. <u>On the current T-3 form, the school contends there is an interest in bass fishing which is not reflected in the survey.</u> Although it is not likely that the standard established in Test 2 is being met, errors on the T-2 form make a complete evaluation impossible. <u>It was stressed to school officials that accurate rosters and the posting of correct information on the T-2 and T-3 forms is critical in this endeavor.</u> 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, game schedules for all school-sponsored sports, written facility usage schedules for all shared athletic venues, guidelines regarding awards and recognition of athletic accomplishments pertaining to both genders, written designation of locker room and storage space assigned to each team, minutes for GERC meetings held during the past three years, a uniform review, rotation and/or replacement plan, guidelines for equitable provision of travel and per diem, and a copy of the school's athletic facility emergency medical plan (KRS 160.445). School officials were highly commended for the development and maintenance of a very comprehensive and well organized Title IX file.</p>
Equipment and Supplies	X		Both the 2003 and the 2007 Title IX school visit reports rendered this benefit category

Equipment and Supplies continued			<p><i>Satisfactory</i>. The school had a uniform review, rotation, and/or replacement plan based on a five-year cycle at the time of both visits. The most recent visit showed that the school revised this plan in order to provide a four-year cycle of uniform replacement for each team. The uniforms reviewed during this visit appeared to be of high quality and provided on an equitable basis. According to information provided in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$27 per female athlete and \$33 per male athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>The 2003 school visit report deemed this category <i>Deficient</i> stating that the school was not providing “equivalence” in relation to “opportune” playing times for female teams. The 2007 report rated this area <i>Satisfactory</i> since much progress had been made in relation to scheduling of game times for competitive events. The information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports is comparable. The practice schedules provided and the information gathered during interviews revealed that all shared practice facilities were assigned equitably. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for provision of parity concerning this benefit.</p>
Travel and Per Diem Allowances	X		<p>Both the previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. The 2007 report stated that the school had written guidelines for equitable provision in this area. The most recent visit again showed that equitable guidelines were in place that addressed the mode of transportation as well as the provision of meals and motel rooms. The guidelines were very well written. <u>There was an error on the T-35 form where transportation expenditures were listed.</u> The transportation expenditures for girl’s basketball</p>

Travel and Per Diem Allowances continued			<p>were omitted. <u>School officials were cautioned to make sure that all expenditures are included on the T-35 form in the April 30, 2014 annual report.</u> Since the girls basketball expenditures were omitted, the total expenditures in this category appeared to favor male athletes.</p>
Coaching	X		<p>Both the earlier school visit reports rated this benefit category <i>Satisfactory</i>. The responsibility for evaluation of all head coaches belongs to the school's athletic director. At this time, no written instrument is used for this purpose. According to information on the T-35 form in the 2012-1113 annual report, the total amounts spent for coaches' salaries for teams of "like" sports is comparable. A review of the extra service pay schedule for coaches showed parity. The need for equivalence in relation to accessibility of coaches was discussed with school officials. The data submitted showed a disparity in the player-per-coach ratio which favored male athletes. A major factor contributing to this disparity is the fact that the school has <u>15</u> baseball coaches for <u>three</u> teams while the softball team has <u>five</u> coaches for <u>three</u> teams. <u>The school improvement plan submitted to KHSAA by April 30, 2014 should show the steps being taken to address this disparity.</u> Information gathered during the visit indicated that 37% of head coaches of both boys and girls teams were employed on the school campus.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The April 10, 2003 Title IX school visit report rated this benefit category <i>Satisfactory</i>, but that conditions at the softball facility needed improvement. The January 11, 2007 report documented that several improvements had been made at the softball field including the installation of lights and safety fencing in front of each dugout. A new electric scoreboard was also being added at the time. The most recent visit revealed that virtually all the practice and competitive facilities are located off the school campus. The girls softball field is now at the Alexandria City Park approximately three miles from the school. This is a new venue with well</p>

			<p>appointed amenities. <u>This field is comparable to the baseball field that is located at St. Mary's School about one half mile from the high school except for the presence of an electric scoreboard at the baseball field while the softball field has no scoreboard at all.</u> (See <i>KHSAA Recommended Action</i>.) All the other off and on school campus venues appear to show parity. There are five available locker rooms on school property. All teams, except bowling, have a dressing space, and these areas appear to be assigned equitably. There is limited athletic equipment storage space especially for volleyball and boys and girls basketball, however, the available space seems to be assigned equitably. At this time, there are two coaching offices that are shared by all coaches. It should be noted that the school has purchased 28 acres near the campus and plans are being developed for construction of a large athletic complex that will greatly enhance the amenities provided within this benefit category.</p>
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Medical and Training Facilities and Services	X		Both previous school visit reports deemed this benefit category <i>Satisfactory</i> . The 2003 report requested the development and posting of an equitable usage schedule for the weight training facility. At the time of the 2007 report, the weight training room was being renovated. The school currently has a well-equipped weight room located in the firehouse annex building. <u>It was suggested that the school provide some small hand weights (five pounds or less) that could be more easily used by female athletes.</u> A usage schedule showing equitable access was found in the Title IX file and posted at the facility. An athletic trainer provided by St. Elizabeth Health Care is equally accessible to all student athletes on a daily basis. All student athletes are responsible for obtaining his or her own physical examinations.
Publicity	X		Both previous school visit reports found this benefit category <i>Satisfactory</i> . The school currently sponsors one cheerleading squad that cheers at all home football games and an equal number of boys and girls basketball games as monitored by the athletic director. They also cheer at boys and girls games during the All "A" regional and state tournament. The school has recently started a dance team that performs at three home games for both girls and boys basketball. According to data submitted in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$4 per male athlete and \$4 per female athlete for athletic awards. The Title IX file contained a very well written set of guidelines for equitable provision within this category addressing letters and bars, recognition certificates, championship rings, athletic receptions, and the posting of banners in the gym.
Support Services	X		This benefit category was rendered <i>Deficient</i> by the April, 2003 report. The school had failed to report all athletic expenditures in the 1999-2000 and 2001-2002 annual reports. This rating changed to <i>Satisfactory</i> in the 2007

Support Services continued			report which stated that the 2003-04 expenditures appeared to be correct, and the 2004-05 and the 2005-06 expenditures seemed to be within acceptable parameters for the provision of parity. Currently, it appears that spending from all sources is included on the T-35 form in the annual reports, but <u>monies from boosters and donors was not included in the appropriate column.</u> A review of expenditures for the past two years shows spending in 2011-12 was within generally acceptable parameters for the provision of parity for a football playing school--approximately \$215 per male athlete and \$141 per female athlete. In 2012-13, the expenditures were again acceptable with approximately \$259 being spent for each male athlete and \$178 for each female athlete.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

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

- establishing a bowling team;

- placing students on the Gender Equity Review Committee;
- improving the facility provided for softball;
- providing a practice facility for soccer.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were designated as a result of this October 17, 2013 school visit. School officials were commended for their preparedness for the visit as well as the development of a comprehensive and user-friendly Title IX file. Some areas that should be addressed in order to maintain a non-deficient status are:

- accurate reporting of data in relation to the three opportunities tests;
- proper reporting of athletic expenditures on the T-35 form;
- provision of equitable access to coaching (see *Coaching* section in the body of this report);
- provision of equitable amenities at the softball facility (see *KHSAA Recommended Action in relation to new deficiencies*).

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated as a result of this latest visit, the following “area of concern” should be addressed in an attempt to insure that an equivalence of benefits is provided.

Locker Rooms, Practice, and Competitive Facilities—On or before January 6, 2014, the school is to submit to KHSAA a written plan for provision of an electronic scoreboard at the softball field. Included in the plan should be the expected completion date for the project. After the plan is submitted, updates are to be submitted every 60 days until the project is completed. Whenever the project is completed—even if prior to the end of the first 60 days—a picture of the new scoreboard should be sent to KHSAA.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the January 11, 2007 school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mel Webster, 510 Fox St., Elsmere, KY 41018 (859) 609-6937

District Level Title IX Coordinator: Mel Webster, 510 Fox St., Elsmere, KY 41018 (859) 609-6937

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Ashley Heck	Asst. Softball Coach	(859) 635-2104
Rebecca Rebholz	Asst. Golf Coach	(859) 635-2104
Michael Caldwell	Student Athlete	(859) 635-7231
Allison Steelman	Student Athlete	(859) 802-0356
Mel Webster	Athletic Director	(859) 609-6937
Richard Stewart	Principal	(859) 635-2108
Sharon Tippett	KHSAA	(859) 299-5472/j.y

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 pm EDT.