



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

**(For schools re-visited during the 2009-2010 school year)**

School: **Louisville Christian Academy**  
 Prepared By: **Gary W. Lawson**  
 Date of Re-Visit: **January 19, 2010**  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-50) Yes  No

Participation Opportunities Summary Chart (Form T-70) Yes  No

Benefits Summary Charts (Forms T-71 & T-72) Yes  No

Benefits Publicity (Form T-73) Yes  No

Corrective Action Plan Summary Charts (Form T-74) 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 data and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during only one of the past three school years (2006-07) and is not currently meeting that standard.

- 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: According to data and calculations submitted by the school, it has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. According to the 2008-09 annual report, no new teams have been added for girls at any level during the past five school 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: According to data and responses submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The responses on Test 3 appear to be supported by the school's most recent athletic interest survey.

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

Comments: According to information provided by the school in the 2007-08 annual report, it received a 100% return rate on its 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>The responses and information submitted 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, and that the standard is currently being met. The responses on the T-3 form appear to be supported by data on the most recent student athletic interest survey. The school offers all KHSAA sanctioned sports for girls at the varsity level. There are a total of 19 teams offered for girls and 19 for boys. KHSAA representatives reviewed the school's Title IX file. The file was found to contain the school's original Title IX audit report, annual Title IX reports to KHSAA for the past five years, an extra service pay schedule for coaches, sample game schedules for all sponsored sports, school-generated athletic handbooks (one for athletes, one for parents, and one for coaches), written facility usage schedules for all shared facilities, written team practice schedules, written guidelines regarding awards and recognition of athletic accomplishments for both genders, a written designation of locker room space and athletic storage space assigned to each team, written minutes for all Gender Equity Review Committee meetings for the past three years, a written uniform review, rotation, and/or replacement plan, and some written guidelines relating to provision of athletic transportation. School officials were commended for the development of a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p><b>DUE TO INCOMPLETE REPORTING ON THE RE-VISIT FORM, EVALUATION OF EXPENDITURES IN THIS AREA IS BASED ON DATA FROM THE 2008-09 ANNUAL REPORT.</b> Both the quality and quantity of uniforms, equipment, and supplies reviewed during the visit appeared to be comparable for boys and girls. The school has a written uniform review and/or replacement plan based on a three-year rotation. According to the school's 2008-09 annual report, it spent</p>

Equipment and Supplies Cont'd		approximately \$38 per female athlete compared to approximately \$46 per male athlete for the provision of equipment and supplies. The school provides one large equipment storage room upstairs in the gym which is shared by all teams. Space in this storage room appears to be assigned equitably.
Scheduling of Games and Practice Time	X	According to the school's re-visit form, the number of competitive events scheduled for "like" sports appeared to show parity over a two-year period. The information gathered during the visit indicated that shared practice facilities are scheduled for equitably. According to the school's 2008-09 post season results posted on the KHSAA web site, 40% (4/10) of its girls home basketball games were played on prime dates. A review of posted game times indicated that prime time standards were also being met. The school's 2009-10 schedule shows that 57% (4/7) of girls home games will be played on prime dates.
Travel and Per Diem Allowances	X	The February 7, 2001 audit report found this category to be satisfactory but requested the school to develop written guidelines for equity in this area. The recent school visit showed that some travel guidelines had been developed but did not include provision of per diem. <b>DUE TO INCOMPLETE INFORMATION PROVIDED ON THE RE-VISIT FORM, EVALUATION OF EXPENDITURES IN THIS AREA IS BASED ON DATA FROM THE 2008-09 ANNUAL REPORT.</b> Interviews with school officials revealed that no school bus transportation is provided for athletes. All athletes are responsible for providing their own transportation to and from competitive events. On rare occasions when buses are rented for long trips, they are paid for by the parents of the athletes. The school's 2008-09 annual report shows it was spending approximately \$34 per female athlete and approximately \$170 per male athlete for provision of travel and per diem. Expenditures in this area should be closely monitored for equity.

Coaching	X		Coaches salaries, as reported on the school's annual report as well as that reported on the school's extra service pay schedule, appear comparable. The number of coaches provided for "like" sports shows equity. According to the school's re-visit report, 30% (3/10) of the girls head coaches are on-campus employees compared to 36% (4/11) of the boys head coaches.
Locker Rooms, Practice and Competitive Facilities	X		The school's competitive and playing facilities appear to be of high quality and well maintained. The amenities provided at these facilities appeared to be comparable for girls and boys teams. The four locker rooms in the high school gym are currently shared by all athletic teams. These dressing rooms appear to be assigned equitably. A new athletic field house is near completion. This field house will provide one very large, well appointed dressing room for all outdoor male sports and a second large well appointed dressing room will serve all outdoor female sports. This facility will also provide a large office area and conference room to be shared by all coaches of outdoor sports and a large well equipped fitness room to be shared by all teams. Both the baseball and softball fields offer comparable amenities—neither field is currently lighted. One parent, who attended the public comments session, was concerned about fairness regarding the field hockey facility in relation to other outdoor facilities. KHSAA representatives recommended that this concern be brought before the Gender Equity Review Committee for consideration. All shared practice facilities appeared to be assigned equitably.

Medical and Training Facilities and Services	X		<p>A fitness center is located in the school building. The center appears to have equipment suitable for use by female athletes. There is an equitable usage schedule posted at the facility and also in the school's Title IX file. A full time athletic trainer is provided by the school through a contract with K.O.P.T. Orthopedic and Rehabilitation Center. According to school officials, this trainer is equally accessible to all student athletes. One person who attended the public comment session was concerned that the trainer was not accessible to members of the field hockey team. KHSAA officials requested that this concern be presented to the Gender Equity Review Committee and school administrators. A new fitness center is currently being completed at the athletic field house. It already has several universal machines which are very suitable for use by female athletes.</p>
Publicity	X		<p>According to the school's re-visit form, it sponsors one cheerleading squad which cheers at all home and away football games and all home boys and girls basketball games. They also cheer at an equal number of away games for both the boys and girls basketball teams. The number of away games at which the cheerleaders perform is monitored for equity by the cheerleading coach. The school pep band plays at all home football games and an equivalent number of boys and girls home basketball games which is monitored by the school's band director for equivalence. According to the 2008-09 annual report, expenditures in this area appear equitable.</p>
Support Services	X		<p>The school has one athletic booster club (The Centurions Club) at this time. The club is required to operate within written guidelines for equity. These guidelines specify the percentage of money allotments to go to each sport. All athletic purchases are approved by the athletic director. TOTAL EXPENDITURES FOR ATHLETIC SUPPORT COULD NOT BE FULLY EVALUATED BECAUSE ALL SCHOOL SUBMITTALS TO KHSAA (other than those for 2008-09) DID NOT INCLUDE FULL DISCLOSURE OF BOOSTER EXPENDITURES. (See KHSAA Recom-</p>

Support Services Cont'd			mended Action.) According to the school's 2008-09 annual report, it was spending 58% of the total budget on male athletes who made up 64% of the participants compared to 42% for female athletes who were 36% of the participants. That means that approximately \$388 was spent per male athlete compared to approximately \$474 per female athlete for provision of total athletic support.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent corrective action plans call for the following:

- increasing the number of freshmen girls basketball games;
- adding a freshmen girls field hockey team;
- continuing to attempt to add female coaches;
- increasing the number of junior varsity team opportunities for girls;
- increasing locker room accommodations through construction of a new athletic complex.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated following the recent school visit.

Although not designated as deficient, one issue of concern is the proper and complete submittal of athletic expenditures to KHSAA on the school's annual reports. This need should be addressed in order to avoid future deficiencies.

7. KHSAA Recommended Action in relation to new deficiencies

Although not currently deficient, the following category should be addressed in order to show maintenance of an equivalence of benefits.

(Support Services) The school's April 15, 2010 annual Title IX report to KHSAA should show all expenditures for athletic benefits on the T-35 and T-36 forms. This disclosure should include, but not be limited to, expenditures by the school, booster club, and those resulting from team fund raising.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the February 7, 2001 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mark Butler, 700 South English Station Road, Louisville, KY  
(502) 777-1240 40245

District Level Title IX Coordinator: Mark Butler, 700 South English Station Road, Louisville, KY  
(502) 777-1240 40245

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Jill Bount	Parent	(502) 753-4536
Carmen Evans	Parent/Athletic Secretary	(502) 802- 0365
Alison Coggins	Student Athlete	(502) 245-1787
Conner English	Student Athlete	(502) 751-4101
Kevin Bowers	Volleyball Coach	(502) 664-8647
Keith Morgan	Assistant Athletic Director	(502) 403-7035
Mark Butler	Athletic Director	(502) 777-1240
Martha Mullins	KHSAA	(859) 299-5472

10. Comments

Two individuals from the community attended the Public Comments session. KHSAA representatives discussed the reasons for the school visit, and the relationship between Title IX and athletes in a secondary school. The community members voiced concerns relating to equitable provision of training services, proper maintenance and use of the field hockey facility, equitable assignment of locker room facilities at the new athletic complex, and the lack of communication relating to athletics at the school. It was suggested that solutions for concerns in these areas could be addressed by the school's Gender Equity Review Committee. The meeting was adjourned at 6:05 p.m. EST.