



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

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

School: Lawrence County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: September 27, 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
- Corrective Action 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
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 documentation submitted, the school is currently meeting the standard established in Test 1 for provision of athletic opportunities. The accuracy of the calculations on The T-1 form are dependent upon the correctness of the team rosters submitted to KHSAA in the annual report.

- 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 submitted, the school has not met the standard established in Test 2 for the provision of athletic opportunities during any of the past three school years. The 2011-12 annual report shows that one varsity and one junior varsity team with a total of approximately 32 participants 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 information and responses submitted reveal that the school has met the standard established in Test 3 for provision of athletic opportunities. In order to continue to meet this standard, the indicated interest in bowling (34 girls) should be addressed to determine validity.

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

Comments: The documentation on the T-63 form indicates that an 84% 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>The March 10, 2003 school visit report stated that this benefit area was satisfactory. The data indicated that the standard established in Test 3 was being met. The November 4, 2004 report stated that the standards established in both Tests 1 and 3 were apparently being met. The information submitted in the most recent annual reports suggests that the standards established in Tests 1 and 3 are currently being met. <u>SCHOOL OFFICIALS WERE CAUTIONED THAT THE CALCULATIONS IN BOTH TESTS 1 AND 2 WERE DEPENDENT UPON SUBMITTAL OF ACCURATE TEAM ROSTERS IN THE ANNUAL REPORTS TO KHSAA.</u> It was noted that no golf rosters for boys or girls were found in the 2011-12 annual reports. SCHOOL OFFICIALS WERE ALSO REMINDED THAT IN ORDER TO CONTINUE TO MEET THE STANDARD ESTABLISHED IN TEST 3, THE INDICATED INTEREST IN BOWLING (34 GIRLS) SHOULD BE ADDRESSED FOR VALIDITY. <u>KHSAA representatives reviewed the school's Improvement Plans and noted that the "Plan for Suggested Change" should more directly address the specific item for correction.</u> KHSAA representatives also reviewed the school's Title IX file. It was found to contain the two previous Title IX school visit reports, all the annual reports to KHSAA for the past five years, a board-approved salary schedule for coaches, a current listing of Gender Equity Review Committee members, sample game schedules for all school sponsored sports, written facility usage schedules for all shared athletic venues, and written guidelines regarding provision of athletic letters and bars. Other methods of recognizing student athletes were not addressed. (See <i>Publicity and KHSAA Recommended Action</i>), The file also contained written designation of locker room and athletic storage space assigned each team, and written minutes for Gender Equity Review Committee meeting minutes for the past two years. School officials were reminded</p>

<p>Accommodation of Interests and Abilities continued</p>			<p>that minutes should be kept in the file for at least <u>three</u> years. The file also had a written uniform review, rotation, and/or replacement plan and written guidelines relating to the provision of travel for athletes. These guidelines did not contain equitable provision of per diem. (See <u>Travel and Per Diem and KHSAA Recommended Action.</u>) <u>School officials were commended for the significant improvement in the development and maintenance of the Title IX file.</u></p>
<p>Equipment and Supplies</p>	<p>X</p>		<p>The March 10, 2003 school visit report found this benefit category to be satisfactory but did request that a written uniform review, rotation, and/or replacement plan be implemented. The November 4, 2004 report rendered this category to be DEFICIENT stating that although a uniform review plan was in written form, interviews and information received at the Gender Equity Review Committee meeting suggested that the plan was not being followed. The recent visit showed the school had a uniform review plan based on a four-year rotation. Interviews with coaches and student athletes indicated there was knowledge of the plan, and it was being followed more closely than before. There was some indication that, in a few cases, <u>booster clubs</u> had been allowed to purchase uniforms for teams before the cycle was completed. SCHOOL OFFICIALS WERE CAUTIONED THAT ALL ENTITIES SHOULD FOLLOW THE PLAN IN ORDER FOR IT TO BE EFFECTIVE IN PROVIDING EQUITY. All uniforms and equipment reviewed during the visit appeared to be equitable in both quality and quantity. According to data submitted in the 2011-12 annual report, the school was spending approximately \$257 per female athlete and \$384 per male athlete for equipment and supplies. (See <i>Support Services and KHSAA Recommended Action.</i>)</p>
<p>Scheduling of Games and Practice Times</p>	<p>X</p>		<p>The recent visit showed that the number of competitive events scheduled for teams of “like” sports was comparable. According to usage schedules provided, all shared practice</p>

			facilities were assigned equitably.
Travel and Per Diem Allowances	X		Both the March 10, 2003 and the November 4, 2004 school visit reports deemed this benefit category to be satisfactory. The 2004 report did state that there appeared to be " <u>no administrative follow up in relation to the development of equitable written guidelines for the provision of per diem.</u> " The recent visit showed the school had written guidelines for the provision of transportation for all student athletes. These guidelines were from the board level and school level and appeared to provide equity in the mode of transportation but the issue of equity in the provision of per diem still has not been addressed. (See <i>KHSAA Recommended Action.</i>) According to the 2011-12 annual report, the school was spending approximately \$334 per female athlete compared to \$383 per male athlete for travel and per diem.
Coaching	X		The March 3, 2003 and November 4, 2004 reports rated this benefit category as satisfactory. A review of the total amounts of money spent for coaching salaries for teams of "like" sports shows equivalence in the 2011-2012 annual report. Evaluation of the school's extra service pay schedule for coaches indicates parity. Overall, the number of coaches provided for teams of "like" sports is comparable. Information given by school officials during the visit shows that 43% of the head coaches of girls teams are employed on campus while 71% of the head coaches of boys teams are on-campus employees. School officials were reminded that accessibility to coaches is an important athletic benefit.
Locker Rooms, Practice and Competitive Facilities	X		This category was rated as being DEFICIENT in both the March 10, 2003 and November 4, 2004 school visit reports. Significant problems appeared to be failure to report complete and accurate information to KHSAA, a continuing disparity in amenities provided at the girls softball field, a lack of athletic equipment

			<p>storage space provided for girls teams, and a disparity in office space for coaches. The recent visit showed that accurate information was in the file regarding locker room and storage space. The softball field had been completely renovated with numerous amenities added. A new softball dressing room had also been constructed. This field now provides an equivalence of benefits in relation to other outdoor facilities. A reassignment of storage areas has taken place which better balances the available space. The one area that still appears to favor the male athletes is office space for coaches. This situation was discussed with school officials and coaches. It seems that if some extra equipment storage space can be provided for softball, the existing storage area could rather easily be converted to office space providing more equity. In reviewing the other facilities, there currently seems to be a commitment to provision of first rate competitive venues. <u>The girls and boys tennis facility is in need of re-surfacing in order to be brought to the level of the other outdoor facilities.</u> School officials were commended for addressing the majority of the longstanding inequities within this benefit category.</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The March 10, 2003 report rated this benefit area satisfactory but did request that an equitable usage schedule for the school's weight room be developed and posted. The November 4, 2004 report rated this category <i>DEFICIENT</i> because no usage schedule or proof of female access to the facility was available. The recent visit showed that an equitable usage schedule for the school's "wellness center" which includes a well-equipped weight training room and an indoor hitting facility for baseball and softball has been developed and is posted at the center. Interviews with coaches and student athletes indicated that the schedule is being followed. The wellness center is readily accessible and most of the equipment provided seems to be appropriate for use by female athletes. The school currently provides no athletic training services for any athletes. Free physical examinations are provided by a local physician for any student athlete on two designated days during the summer.</p>
<p>Publicity</p>	<p>X</p>		<p>The March 10, 2003 school visit report rendered this benefit category as <i>DEFICIENT</i> citing the inaccuracy of information given KHSAA and an inequity of support provided by cheerleading squads. The November 4, 2004 report stated that the selection process for cheerleaders had changed, and an equivalence of support was provided. The recent visit showed that the school sponsors one cheerleading squad that cheers at all football games and at all home games for both the boys and girls basketball teams. They also cheer at all post season games for all three teams. The school has started a dance team that performed at one home boys basketball game and one home girls basketball game last year. During the visit, school officials were alerted to the fact that all spending for awards, including letters and bars, was to be included on the T-35 and T-36 forms. The school file contained written guidelines for the provision of letters and bars but did not include other areas of publicity such as posting of individual and team banners, provision of awards and</p>

			banquets, or retirement of jerseys, etc. (See <i>KHSAA Recommended Action.</i>)
Support Services		X	The March 10, 2003 report designated this benefit category as satisfactory. The November 4, 2004 report deemed this area as <i>DEFICIENT</i> saying the school showed no evidence of oversight of booster club spending. As was true in November, 2004, all school teams have booster support except wrestling. All these clubs have off-campus bank accounts, and school officials stated there is still no procedure in place for oversight of any of this spending for provision of equity. Total spending has not been outside generally accepted parameters for provision of parity for the last two consecutive years (within acceptable parameters 2010-11 on both percentage and per athlete basis and far outside acceptable parameters on both percentage and per athlete basis 2011-12). However, the failure of the school to provide evidence of oversight of booster spending as requested in the 2004 report, oversight of uniform purchases (see <i>Equipment and Supplies</i>), and the past year's spending disparities renders this category as currently deficient. (See <i>KHSAA Recommended Action.</i>)
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of	NA		

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

The school's most recent Improvement Plan calls for the following:

- constructing an on-campus girls soccer facility; and
- upgrading the softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one deficiency designated as a result of the recent visit is in the area of *Support Services*. The school has no system in place for oversight of booster expenditures as was requested following the November, 2004 visit when a deficiency was assigned to this same benefit category.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the most recent school visit. The following *areas of concern* should be addressed in an attempt to avoid the development of future deficiencies.

(TRAVEL AND PER DIEM) On or before January 4, 2013, the school is to submit to KHSAA an expansion of the current written guidelines for the provision of travel and per diem. These are to include the oversight of equitable parameters in relation to provision of per diem.

(PUBLICITY) On or before January 4, 2013, the school is to submit to KHSAA an expansion of the current written guidelines for publicity which are to include, but not necessarily be limited to, the posting of individual and team banners for athletic recognition, provision of awards and awards banquets, and the retirement of athletic jerseys.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

School officials were commended for addressing the deficiencies in the areas of *Equipment and Supplies, Locker Rooms, Practice and Competitive Facilities, and Medical and Training Facilities* designated in the November, 4, 2004 report. (See the above benefit areas in the body of this report.)

(SUPPORT SERVICES) On or before January 4, 2013, the school is to submit to KHSAA a detailed description of the steps to be taken and the guidelines to be followed in order to monitor booster club spending in an effort to provide equity of provision in all benefit areas. All these guidelines should identify the person(s) responsible for oversight in this area.

Although it is not listed as a deficiency, the school needs to look at resurfacing the tennis courts to bring them up to the same level as other outdoor facilities.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Travis Feltner, 100 Bulldog Lane, Louisa, KY 41230
(606) 638-9676

District Level Title IX Coordinator: Vernon Hal, 100 Bulldog Lane, Louisa, KY 41230
(606) 638-9671

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Travis Feltner	Athletic Director	(606) 638-9676
Rick Lambert	Volleyball Coach	(606) 638-9676
James Ellis	Parent	(606) 638-0601
Roger Van Harless	Girls Basketball Coach	(606) 298-7221
Melissa Cox	Secretary	(606) 638-9676
Joe Wallen	Student	(606) 638-9676
Michael Adams	Students	(606) 638-9676
Kristin Caudill	Student	(606) 638-9676
Joey Cecil	Football Coach	(606) 638-4090
Gordon Boccock	KHSAA	(859) 299-5472

10. Comments

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