



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

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

School: Oldham County High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: October 16, 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 submitted data, Oldham County High School does not currently appear to meet the standard of Test 1 for the provision of athletic opportunities.

- 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 submitted data, Oldham County High School does not currently appear to meet the standard of Test 2 for the provision of athletic opportunities.

- 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 submitted data, it appears that Oldham County High School is currently meeting the standard of Test 3 for the provision of athletic opportunities.

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

Comments: The most recent Student Interest Survey was conducted during the 2013-2014 school year. Students in grades 8-11 were surveyed with a return rate of 98%.

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 most recent Student Interest Survey was administered during the 2013-2014 school year. Submitted data indicated that students in grades 8-11 were surveyed with a return rate of 98%. Reported data supports the information as provided on the T-3 form(s) with reference to interest in lacrosse and archery. Both of these sports/activities have been added for both girls and boys. Oldham County High School currently offers twelve (12) varsity sports/activities for males and eleven (11) for females. A total of 25 sport level opportunities are provided for males and 23 are provided for the females.</p>
Equipment and Supplies	X		<p>There was written evidence of a three (3) year uniform review plan for team uniforms that were purchased and retained by the school. Sports where athletes purchase and retain their own uniforms, on a yearly basis, include boys and girls golf, swimming, tennis, and archery. As females are the under-represented gender at Oldham County High School, an item that may be addressed by the Gender Equity Committee is the school purchase of uniform tops for the boy's soccer team while the girl's soccer members purchase their own uniform tops. Viewed uniforms were of excellent quality and comparable in the quantity provided. An overall review of spending in this category showed that approximately \$90.00 was spent per male athlete and \$72.00 spent per female athlete. All other viewed equipment appeared to be of good quality and available for equitable access.</p>

Scheduling of Games and Practice Time	X		<p>There was viewed evidence of the most recent game schedules for all sports in the Title IX file. Viewed schedules showed comparability and equity with regard to the number of competitive event opportunities provided. There was also viewed evidence of equitable scheduling and usage for the gymnasiums in building one and building three. Interviews with administration indicated that there are times when the game soccer/lacrosse field and soccer/lacrosse practice field are shared by the boys and girl's soccer/lacrosse teams, however, there was not a schedule showing equitable usage or access to these as a shared facility.</p> <p>(see recommendation 7.a.)</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel and per diem guideline that stipulated administrative approval relative to special mode of transport (common carrier) and all overnight trips. All other transportation is provided by local district school bus service. All meal and/or hotel allowances require prior approval by school administration and payments are handled through the purchase order process. An overall review of spending in this category showed that approximately \$157.00 was spent per male athlete and \$143.00 spent per female athlete.</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the base salary provided and comparable in the number of coaching positions, particularly for the like sports. Evidence showed that total salaries are paid on a percentage of a coach's base salary</p>

			<p>including educational rank and experience. The approximate athlete to coach ratio, with regard to accessibility, is 11:1 for males and 13:1 for females. Interviews with administration indicated that approximately 40% of the head coaches for female teams are located on-campus and approximately 50% of the head coaches for male teams are located on-campus. School administration also indicated that the Athletic Director conducts end-of-season exit meetings with each head coach. Written documentation is currently not maintained.</p>
Locker Room, Practice and Competitive Facilities	X		<p>There was written evidence of locker room and storage assignment for all teams. Viewed locker rooms appear to be equitable and with similar amenities. All facilities are very well maintained and are located on the school campus except for golf and swimming. The golf teams utilize sites at the Oldham County Country Club and Eagle Creek Golf Course for practice and play. The swim teams utilizes the facility at the YMCA. There are two (2) gymnasiums. One is located in the main school, referred to as building one and the second one is located in the old gym referred to as building three. The volleyball and basketball teams utilize the main gym for practice and games. The building three gym is only used for practice and is scheduled on an equitable basis for boys and girls basketball. Viewed facility differences included two outdoor hitting areas and bullpen area for baseball compared to a single outdoor hitting area for softball. The softball field has a permanent building structure for a press box while the baseball field had a ground level, open wood frame type press box. Also, due to some recent storm/wind damage, the outfield fence at the baseball field appears to need some repair. The soccer and lacrosse teams have a game and practice field area that is shared by both the boys and girls teams. The wrestling team has an exclusive practice area</p>

			<p>located on the lower level of the main school building. Wrestling competitions are hosted in the main gym. Football and track practice and compete at the Bell Stadium, on the school campus. There are five tennis courts, on campus, which provides for practice and competition for the boys and girls teams. The Arvin Center is the location assigned for archery team practices. This center is an extension of the high school. The boys and girls cross country teams have a practice area that includes parts of the school campus. Competitions are held at Wendell Moore Park and at EP Tom Sawyer Park. All facilities have served as host sites for post season play.</p>
<p>Medical and Training Facilities and Services</p>	X		<p>There are two (2) weight conditioning rooms at Oldham County High School. One is located on the lower level of the main school building and the other is located in the fieldhouse, adjacent to the high school. Both are spacious and very well maintained. It appears that the weight room located in the high school has more appropriate equipment for female use, however, interviews with students and coaches indicate use of both weight rooms. There was evidence of a schedule for both weight rooms showing equitable use and access. These schedules were in the Title IX file and posted at each site. Athletic Training services are available on a daily basis and at all home events. Interviews with administration indicate a contract with Baptist Health for these services. The main training room is located in large, spacious area off the gymnasium. A schedule showing availability and contact was posted at the site. School administrators also indicated that athletic physicals are the responsibility of each student. There was viewed evidence of athletic venue emergency plans located in the Title IX file and also posted at each venue.</p>

Publicity	X		<p>There was written evidence of a recognition guideline that provided the specifics for certificates/letters/bars, banner display, trophy display, and end-of-season banquets. Interviews with administration indicated that there is one cheerleading squad, a dance team, and pep band that provides support for the football, girls and boys basketball teams. Pegasus Sports also provides radio and video coverage of select football, boys and girls basketball games. Interviews also stated that the athletic director provides administrative oversight to ensure overall equitable support by each group. An overall review of spending in this category showed that approximately \$40.00 was spent per male athlete and \$35.00 spent per female athlete. In the gymnasium, there were displayed three (3) girls team jerseys and two (2) boy's team jerseys. These were selected prior to current administration so criteria for selection and/or recognition was unknown.</p> <p>(see recommendation 7.b.)</p>
Support Services	X		<p>An overall review of expenditures for a two-year cycle shows that Oldham County High School falls slightly outside the acceptable parameters both on a percentage and per athlete basis. Interviews with administration indicate that there is one athletic booster club and that all fundraising projects and the monitoring of booster club expenditures are the responsibility of the athletic director. It appears that shared office space is provided for girl's soccer/softball, and girl's basketball/volleyball. Exclusive office space is currently assigned to football, boy's basketball, and baseball.</p> <p>(see recommendation 7.c.)</p>

Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

- Increase overnight opportunities for female teams
- Inventory of girls team equipment for needs and upgrades
- Addition of a girls sport
- Continue implementation of uniform rotation plan
- Each program to submit 5-year improvement plan for needs
- Establish Title IX meetings in September, December, March of each year

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program at Oldham County High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no observed deficiencies, the following recommendations have been made to continue and ensure overall equivalence:

- a. Upon receipt of this report, a schedule showing equitable usage and access shall be developed for the soccer/lacrosse practice and game field(s), for upcoming and continued seasons.
- b. Upon receipt of this report, the Gender Equity Committee shall establish guidelines for the recognition and display of team jerseys.
- c. Upon receipt of this report, the Gender Equity Committee, may review the current assignment of office space in order to ensure overall equivalence and access for coaches of male and female teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There are no re-occurring deficiencies. Any prior deficiencies have been rectified.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kevin Combs

502-222-9461

District Level Title IX Coordinator:

Name	Title	Telephone
Keaton Powell	Student athlete	502-222-9461
Rachael Kammer	Student athlete	502-222-9461
Vince McDonough	Coach	502-748-4456
Brian Hood	Coach	502-222-9461
Richard Graviss	Principal	502-222-9461
Kevin Combs	AD/Asst. Principal	502-222-9461
Matt Jacobson	AD/Asst. Principal	502-222-9461
Jodi Hackworth	Parent	502-222-3767
Allen Davis	Coach / Asst. AD	502-222-9461
Mike Shatzer	Head Football Coach	502-222-9461
Ashley Meyers	Teacher/Formal Cheer Coach	502-222-9461

Aaron Riordan	Teacher/ Head WR Coach	502-222-9461
Gary Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509 kjohnston@khsaa.org

9. Comments

School administration and staff were very well prepared for the visit. The school Title IX file was complete and accurate. The public forum, scheduled for 3:00 pm was held in the school conference room. One parent attended the forum. After some discussion, regarding Title IX, the audit team left Oldham County High School at approximately 3:30 pm.