



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2011-2012 school year)

School: St. Henry District

Prepared By: Gary W. Lawson

Date of Re-Visit: January 31, 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: The data and calculations submitted on annual reports to KHSAA show that the school has met the standard established in Test 1 for provision of athletic opportunities during each 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 and calculations submitted by the school indicate that the standard established in Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The 2010-11 annual report shows that one junior varsity sport for girls with approximately three participants has been added within 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 data and responses submitted on the annual reports to KHSAA indicate that the standard established in Test 3 for provision of athletic opportunities has been met during each of the past three school years. The information on the most recent student athletic interest survey appears to support the responses on the T-3 form.

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 2009-10 annual report indicates that a 100% 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		The April 21, 2003 audit report stated that the school appeared to be meeting the standard established in both Test1 and Test 3 for provision of athletic opportunities. At the time of the submittal of the 2010-11 annual report to KHSAA, the school continued to meet the standard established in both tests. The school offers all KHSAA sanctioned sports for girls at the varsity level. A total of 21 teams are sponsored for female participation compared to 20 teams for male participation. KHSAA representatives reviewed the school's Title IX file. It was found to contain the original Title IX audit report from April 21, 2003, all the annual reports for the past five years, a board-approved salary schedule for coaches, a current listing of the members of the Gender Equity Review Committee members, current game schedules for all school sponsored sports, a school-generated athletic handbook, a written constitution related to the athletic booster club, written usage schedules for all shared athletic facilities except the outdoor batting cage (see Locker Rooms, Practice and Competitive Facilities and KHSAA Recommended Action), written guidelines relating to awards and recognition of athletic accomplishments (see Publicity and KHSAA Recommended Action), a written designation of the locker room and athletic storage space assigned 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 written guidelines for the equitable provision of travel and per diem. School officials were commended for the development and maintenance of a comprehensive Title IX file.
Equipment and Supplies	X		The April 21, 2003 audit report rated this benefit category as satisfactory stating that the school had a uniform review, replacement, and/or rotation plan based on a four-year cycle, and the school continues to use that

Equipment and Supplies continued			plan. All uniforms and equipment reviewed during the visit were of high quality and appeared to be provided equitably. The 2009-10 and 2010-11 annual reports show the school spent approximately \$103 per female athlete and \$105 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The April 21, 2003 audit report deemed this benefit category to be satisfactory stating that the school was making progress in the scheduling of prime date playing opportunities for female athletes. The results posted on the KHSAA website for 2010-11 indicated the girls basketball team played 40% (4/10) of their home games on prime dates. A review of posted game times showed that prime time recommendations were also being met. A review of game schedules provided during the visit showed that the scheduling of competitive events for teams of "like" sports was comparable. The scheduling of shared practice facilities also appears to be equitable. KHSAA representatives discussed the changes in requirements for prime date play in regard to girls basketball with the Gender Equity Review Committee.
Travel and Per Diem Allowances	X		A review of the Title IX file showed that the school had equitable written guidelines for the provision of travel and per diem. The school's athletic director is given the responsibility for oversight of these guidelines to insure that equivalence is provided. Data submitted in the 2009-10 and 2010-11 annual reports indicate that the school was spending approximately \$24 per female athlete compared to \$8 per male athlete for travel and per diem.
Coaching	X		The April 21, 2003 report rated this benefit category as satisfactory stating that both salaries and accessibility of coaches showed parity. The annual reports indicate that the total amounts spent for coaching salaries for "like" sports are comparable. A review of the school district's extra service pay schedule

Coaching continued			showed equity. Data on the 2010-11 annual report shows that the number of coaches provided for teams of "like" sports is equivalent. Information gathered during the visit showed that 60% (6/10) of the girls head coaches are on-campus employees compared to 22% (2/9) of the boys coaches.
Locker Rooms, Practice and Competitive Facilities	X		The April 21, 2003 audit report rated this benefit category as satisfactory but did suggest there was a slight disparity in the seating areas at the baseball field compared to those at the softball field. The recent visit showed that all the venues for St. Henry High School athletics are very well maintained and appointed. Overall, the practice and competitive facilities are excellent. Through the use of portable bleachers, the softball field now has a slightly larger seating capacity than that provided at the baseball field. There is an outdoor hitting cage adjacent to the baseball field. A pad has been laid for construction of a similar facility adjacent to the softball field. Until the structure at the softball field is complete, the school should document equitable access for softball players to the existing batting cage. (See KHSAA Recommended Action.) The school provides two almost identical locker rooms. One is for male teams and the other for female teams. The school has two coaching offices with nearly identical amenities. One is for the use of coaches of girls teams while the other is used by coaches of boys teams. One very large room near the gym is divided into athletic equipment storage areas designed for each school team. All remaining athletic venues appear to provide equitable amenities.

Medical and Training Facilities and Services	X	The April 21, 2003 audit report deemed this benefit category satisfactory and indicated that the amenities provided in this area were of high quality. The school currently has a very well equipped weight training room which appeared to be very accessible to female athletes as well as having equipment that is well suited for use by them. The Title IX file contained an equitable usage schedule for the weight training room. <u>Upon receipt of this report, the school is to post the weight training room schedule at the facility.</u> An athletic trainer is provided one day per week and at all home athletic contests through a contract with St. Elizabeth's Hospital. Individual students are responsible for their own athletic physical examinations.
Publicity	X	The review of the school's Title IX file showed there are equitable written guidelines relating to the provision of athletic awards. It was requested that these guidelines be expanded to include the posting of athletic banners, team pictures, and the retirement of jerseys. (See KHSAA Recommended Action.) The school currently has one cheerleading squad which cheers at all regular season home boys and girls basketball games and at all post season tournament games—both home and away. The pep band performs at an equal number of boys and girls basketball games as monitored by the athletic director. According to data submitted on the 2009-10 and 2010-11 annual reports, the school was spending approximately \$11 per female athlete compared to \$7 per male athlete for awards.
Support Services	X	The April 21, 2003 audit report rendered this benefit category satisfactory stating the school was showing a pattern of parity in regard to athletic spending. The school currently has one athletic booster club that supports all the teams. The booster funds are housed in school accounts, and all their expenditures are monitored for equity and approved by the athletic director. An evaluation of athletic spending over the past two years shows the

			school is well within acceptable parameters for provision of equitable benefits on both a percentage and per athlete basis for a non-football playing school.
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:

- upgrades at the softball field;
- provision of professional coaching seminars on nutrition and conditioning;
- additional institutional control and expansion of school's pep club;
- addressing all interests indicated on the student athletic interest survey;
- improvement of the strength of the softball team's competitive schedule;
- making the weight room more inviting for female athletes;
- development of a plan for the pep club to coordinate decorations for all athletic teams.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the recent school visit. Although not an equity issue at this time, it appears that additional locker room space is a need. There are also minor concerns that should be addressed in the benefit categories of Locker Room, Practice and Competitive Facilities, and Publicity. (See KHSAA Recommended Action.)

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the recent school visit.

There are two areas of concern which should be addressed in order for the school to maintain its non-deficient status.

(Locker Rooms, Practice, and Competitive Facilities) On or before April 5, 2012 the school is to submit to KHSAA an equitable usage schedule for the school's outdoor batting cage. This schedule is to show equal access for the softball team. This schedule is to become a part of the school's Title IX file and should be followed until the batting cage adjacent to the softball field is completed.

(Publicity) On or before April 5, 2012, the school is to submit to KHSAA an expansion of written guidelines in this benefit category which includes posting of banners and pictures in the gym and retirement of athletic jerseys. These new guidelines are also to become part of the school's Title IX file.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the April 21, 2003 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jay Graue, 3755 Scheber Dr., Erlanger, KY 41018
(859) 525-0255

District Level Title IX Coordinator: Jay Graue, 3755 Scheber Dr., Erlanger, KY 41018
(859) 525-0255

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Kathy Johnston	KHSAA	(859) 494-2509
Sue Kellemeier	Athletic Secretary	(859) 525-0255
Maria Baeten	Booster Vice President	(859) 907-1143
Kirsti Ryan	Student Athlete	(859) 866-5730
Maureen Kaiser	Volleyball Coach/Teacher	(859) 525-0255
Jay Graue	A.D./Title IX Coord./Teacher	(859) 525-0255
KC Grome	Student Athlete	(859) 586-6683
Bob Nields	School Board	(859) 525-0255
Tony Harden	Girls CC/Track Coach/Teacher	(859) 525-0255

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:25 pm EST.