



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

(For schools re-visited during the 2010-2011 school year)

School: West Carter
 Prepared By: Gary W. Lawson
 Date of Revisit: January 5, 2011
 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)

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 data and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities for female athletes during each of the past three school years as well as the current school year. In fact, since school year 2007-08, the percentage of female participation has been greater than the percentage of male participation in athletics.

- 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. One freshman and two varsity teams for girls have been added during the past five years, but the percentage of participation has not increased by the required 25%.

- 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 is likely meeting the standard established in Test 3 for provision of athletic opportunities. The answers on the T-3 form and the responses on the most recent student athletic interest survey show an indicated interest in girls swimming. Information on the T-3 form shows the school is pursuing the interest for validity. It is likely that swimming is not a feasible sport for this school at this time due to geographic limitations.

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 submitted by the school, it received an 81% 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>According to the data, calculations, and responses submitted by the school, it is currently meeting the standard established in both Tests 1 and 3 for the provision of athletic opportunities for female athletes. (See explanations given on page 2 of this report.) It is recommended that the school continue to pursue the indicated interest in girls swimming for validity and feasibility. The school currently offers all KHSAA sanctioned sports for girls at the varsity level except swimming. Fourteen total team opportunities are offered for female athletes compared to ten for male athletes. KHSAA representatives reviewed the school's Title IX file. It was found to contain the original Title IX audit report from February 22, 2001, and all the annual reports to KHSAA for the past five years. (The status report [T-65] for school year 2006 is missing. See KHSAA Recommended Action.) Also included in the file was a board approved salary schedule for coaches, sample game schedules for all school sponsored sports, seasonal sports schedules (fall, winter, spring) including boys and girls basketball and football, a school-generated athletic handbook, written booster club agreements, written facility usage schedules for all shared athletic facilities (schedule for girls weight room was missing—see Medical and Training Facilities and Services and KHSAA Recommended Action), written guidelines regarding awards and recognition of athletic accomplishments pertaining to both genders, written designation of locker room and athletic storage space assigned each team, written minutes for all Gender Equity Review Committee meetings for the past three years, written guidelines for the purchase of uniforms and athletic equipment (see Equipment and supplies and KHSAA Recommended Action), and written guidelines for the equitable provision of travel and per diem. School officials were encouraged to continue to develop a comprehensive and user-friendly Title IX file.</p>

Equipment and Supplies	X		<p>The February 22, 2001 audit report deemed this area satisfactory but did request that the school develop and implement a uniform review, rotation, and/or replacement plan. The recent visit showed that written guidelines for the purchase of uniforms had been developed, but a specific plan for the review and/or replacement of uniforms on an equitable basis had not been written. (See KHSAA Recommended Action.) All uniforms and equipment observed during the visit appeared to be of good quality and equivalence of provision was indicated. According to the re-visit form and the 2009-10 annual report, the school was spending approximately \$322 per female athlete and approximately \$512 per male athlete for provision of equipment and supplies. School officials were encouraged to monitor this area for the provision of equity.</p>
Scheduling of Games and Practice Time	X		<p>According to the re-visit report, the number of competitive events scheduled for "like" sports over a two-year period shows parity. The visit indicated the scheduling of all shared practice facilities was equivalent. According to the girls basketball results for the 2009-10 regular season posted on the KHSAA web site, 33% of their home games were on prime dates. This is below the minimum 40% standard required by KHSAA. The school applied for and was granted a weather related waiver for prime date play for girls basketball for 2009-10 by the assistant commissioner of KHSAA. It was emphasized that school officials need to strive to meet the standards established by KHSAA in relation to prime date and time play in the future.</p>
Travel and Per Diem Allowances	X		<p>According to the school's re-visit report and 2009-10 annual report, it was spending approximately \$45 per female athlete compared to approximately \$75 per male athlete for provision of travel and per diem. A review of the school's file showed a rather comprehensive set of written guidelines for the equitable provision of travel and per diem for all athletes.</p>

Coaching	X		<p>According to the re-visit report, the total amounts expended for coaches' salaries for "like" sports showed equivalence. A review of the school district's extra service pay schedule showed parity except for the provision of salary increments for three baseball coaches compared to two for softball coaches. Both sports sponsor three teams. (See KHSAA Recommended Action.) According to the re-visit form, 75% (6/8) of the head coaches of both female and male teams are on campus employees. The 2009-10 annual Title IX report indicates overall equity in relation to the number of coaches provided for teams of "like" sports.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>At the time of the February 22, 2001 audit report, the school's softball field was being upgraded. According to the school's Corrective Action plans, this renovation was completed in February, 2008. The improvements seen during the recent visit included new dugouts, press box, concession stand, and dressing room. The amenities provided at this facility are of very high quality. A similar renovation is currently taking place at the baseball field. The renovations at the softball field appear to give the female athletes an advantage in relation to facilities. All teams at the school have assigned dressing areas. The boys appear to have a slight advantage in this area since the boys basketball teams have exclusive use of their locker room while the girls basketball dressing room is shared with three other teams. <u>School officials were encouraged to look into the feasibility of alternative locker room assignments for boys golf and boys tennis in order to bring about equivalence.</u> The assignment of athletic storage appears equitable.</p>

Medical and Training Facilities and Services	X		<p>The school visit showed that two weight training areas are currently provided. Weight Room 1, which is adjacent to the football dressing room, is used mainly by male athletes (football, boys basketball, and baseball). This area did have a posted usage schedule that showed equitable access for female athletes. This room did not appear to have sufficient training equipment appropriate for use by female athletes. The weight training area used by female athletes was in the dressing room in the gym. It did have an ample amount of equipment appropriate for female athletes. Interviews indicated that this area was used by girls basketball, volleyball, and girls tennis teams. No usage schedule was available for this facility. (See KHSAA Recommended Action.) The school district employs a full time athletic trainer who is equally accessible to all athletes. St. Mary's Medical Center provides free physical examinations of all student athletes on designated days in May and July each year.</p>
Publicity	X		<p>According to the re-visit report, the school currently has one cheerleading squad which cheers at all home football and boys and girls varsity basketball games. They also cheer at all post season tournament games for the three above mentioned teams. The school's pep band is assigned to perform at all home and post season tournament games for the football and boys and girls basketball teams. According to the re-visit form and the 2009-10 annual report, the school was spending approximately \$29 per female athlete compared to approximately \$58 per male athlete for provision of publicity, recognition, awards, and banquets.</p>
Support Services	X		<p>The school has booster clubs for football, volleyball, boys soccer, girls soccer, boys golf, basketball (combined boys and girls), softball, and baseball. According to agreements signed with all booster clubs, school officials are to provide oversight and maintain ongoing communication concerning the groups'</p>

Support Services continued			activities. All booster clubs have bank accounts outside the school. It was emphasized to school officials that monitoring all expenditures for provision of equity is important. Evaluation of athletic expenditures over the past two years showed an advantage to female athletes during the school year 2008-09 and an advantage to male athletes during 2009-10. The implementation of the previously mentioned uniform review and/or rotation plan should increase consistency in relation to equitable expenditures.
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:

- upgrading of the softball facility;
- adding a freshman girls volleyball team;
- upgrading the girls and boys soccer facility.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated in the overall athletic program by the recent school visit.

7. KHSAA Recommended Action in relation to new deficiencies

Although no new deficiencies were designated as a result of the recent visit, the following "areas of concern" need to be addressed in order for the school to maintain its non-deficient status.

(Accommodation of Interest and Abilities) On or before March 30, 2011, the school is to contact the KHSAA office and request a copy of the status report (T-65) form for the 2006 annual report. When this form is received by the school, it should be attached to the corresponding annual report to become a part of the Title IX file.

(Equipment and Supplies) On or before March 30, 2011, the school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan showing equitable provision of uniforms for all teams. This plan should designate the years of future replacement. It should be shared with all coaches and booster clubs and become a part of the school's Title IX file.

(Medical and Training Facilities and Services) On or before March 30, 2011, the school is to submit to KHSAA a written usage schedule for Weight Room 2 (located in the girls dressing room). This schedule should be posted at the facility and also become a part of the school's Title IX file.

(Coaching) On or before March 30, 2011, the school is to submit to KHSAA a written justification for the allotment of three coaches' salaries for baseball compared to the allotment of two coaches' salaries for softball. This explanation should verify how equity is provided for students involved in these programs.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated on the February 22, 2001 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Brian Brown, 365 West Carter Dr., Grayson, KY 41143
(606) 286-2481

District Level Title IX Coordinator: Leland Wilcox, 228 South Carol Malone, Grayson, KY 41143
(606) 478-2012

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
John Baumgardner	Principal	(606) 286-2481
Brian Brown	Athletic Director	(606) 286-2481
Leland Wilcox	District Title IX Coordinator	(606) 474-2012
Lena Reynolds	Student Athlete	(606) 286-2481
Harrison Bond	Student Athlete	(606) 286-6442
Tex English	Girls Basketball Coach	(606) 286-5354
Randy Steagall	School Board Member	(606) 474-2012
Kathy Johnston	KHSAA	(859) 494-2509

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:21 pm EST.

KHSAA Emailer

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member="T" and (superemail is not null and superemail <> "") order by school
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From:	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
To:	"West Carter" <brian.brown@carter.kyschools.us> "West Carter" <john.baumgardner@carter.kyschools.us> "West Carter" <darlene.gee@carter.kyschools.us> gkboomers@hotmail.com kathy.johnston@bourbon.kyschools.us
Subject:	Title IX Re-Visit Audit Report for West Carter HS
<input type="button" value="Send Email"/>	
<p>Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for West Carter High School that was conducted on January 5, 2011 by auditors Gary Lawson and Kathy Johnston. If you have questions or need additional information, please contact our office at your convenience. Thank you.</p> <p>Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org</p>	

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Material reviewed as result of
~~2011~~ 2011 audit.

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Summer - 6pm to 7pm

Girls Golf - March through May (Monday and Wednesday) 4:30pm to 5:30pm

Summer - 8am to 9am

Softball - August through October (Tuesday and Thursday) 5:30pm to 6:30pm

Summer - 12pm to 1pm

B / G Tennis - March through May (Wednesday and Friday) 3:30pm to 4:30pm

Summer - 11am to 12pm

B / G Cross Country - March through May (Monday and Thursday) 6:30pm to 7:30pm

Summer - 7pm to 8pm

West Carter High School Uniform Rotation Policy

Fall Sports – Boys & Girls Golf – Purchase polo shirts each season of same quality for both teams.

Boys & Girls XC – Every four years starting in the Fall of 2011.

Boys Soccer – Every four years starting in the Fall of 2013.

Girls Soccer – Every four years starting in the Fall of 2012.

Volleyball – Every four years starting in the Fall of 2011.

Football – Every four years starting in the Fall of 2012.

Winter Sports – Boys Basketball – Purchased uniforms 2010 / 2011. Will purchase every four years.

Girls Basketball – Will purchase for the 2011 / 2012 season and then every four years.

Spring Sports – Fast Pitch Softball – Purchased for 2011 Spring Season and will then purchase every three years.

Boys & Girls Track – Purchased for 2011 Spring Season and will then purchase every three years.

Baseball – Will purchase home uniforms in Spring of 2012 and road uniforms in Spring of 2013. Home and Away uniforms will then be purchased every three years.

Boys & Girls Tennis – Every three years starting in the Spring of 2012.

Baseball / Softball Coach Justification
West Carter High School

The main justification for having three coaches' salaries for baseball compared to the allotment of two coaches' for softball is that baseball tends to play a separate jv schedule than the varsity. The other coach is needed to take the jv team on the road while the varsity plays at home or vice versa. Softball games in our region are played as varsity and jv double headers. We never schedule separate jv games for softball unless it is a jv tournament.

Thanks
Brian Brown AD
West Carter High School