

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

(For schools re-visited during the 2006-2007 school year)

School: **Williamstown High School**
 Prepared By: **Gary W. Lawson**
 Date of Re-Visit: **November 20, 2006**
 Telephone Number of Reviewer: **(502) 875-3817**
 Reviewed By: **Larry Boucher**

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 |
| | 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 all 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: According to data and calculations submitted by the school, it has met the standard established in Test #2 for provision of athletic opportunities during only one of the past three school years (2003-2004).

- 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: Due to an indicated interest in girls soccer and girls tennis, the school has not met the standard established in Test #3 for provision of athletic opportunities during any of the past three school years.

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

Comments: According to data submitted to KHSAA, the school received a 95% return rate on its most recent student 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 data and calculations submitted by the school, it was meeting the standard established in Test #3 for the provision of athletic opportunities at the time of the October 17, 2001 school visit. At the time of the original visit it was difficult to ascertain whether the standard established in Test #1 or Test #2 was being met because it appeared that both the counting of participants and the calculations were incorrect. The most recent school visit indicates that the standard established in Test #1 has been met during each of the past three school years. Because no teams have been added and there has been an indicated interest in both girls soccer and girls tennis, it appears that the standards established in Test #2 and Test #3 are not being met. KHSAA officials reviewed the school's Title IX file. The file included a statement relating to review and replacement of uniforms, an awards policy, a written designation of locker room space, game schedules for all athletic teams, and extra service pay schedule, all KHSAA reports, and a weight room usage schedule. The file contained Gender Equity Review Committee minutes for only <u>one</u> meeting. (See KHSAA Recommended Action.) School officials were commended for the improvement in the maintenance of their Title IX file.</p> |
| Equipment and Supplies | X | | <p>The school was rendered deficient in the October 17, 2001 report mainly due to its failure to submit accurate forms related to this benefit to KHSAA. The most recent school visit showed an equitable quality of uniform provided to all athletes. The school does have a statement in its Title IX file referring to uniform review and/or replacement on a 3-5 year rotation. It was suggested to school officials that they expand this <u>statement</u> into an equitable <u>policy</u> relating to this benefit. According to the school's April 15, 2006 submittal to KHSAA it was spending approximately \$86 per female athlete compared to approximately \$157 per male athlete for equipment and supplies. The largest difference appears between girls (\$2,289) and boys (\$6,960) basketball and softball (\$3,342) and baseball (\$6,694). School officials were cautioned to <u>monitor</u> spending in this area very closely.</p> |

| | | | |
|--|----------|--|---|
| Scheduling of Games and Practice Time | X | | At the time of the October 17, 2001 visit, the school appeared to be successfully addressing the issue of provision of prime time play for girls basketball. A review of the school's 2005-2006 basketball schedules indicated that the girls played 38% of their home games on prime dates. The school was given credit for meeting the KHSAA prime time requirement because the boys played only 27% of their games during prime time. The school's 2006-2007 girls basketball schedule as posted on the KHSAA web site indicates that the girls will be playing 46% (5/11) of its games on prime dates. Three of the four prime date games are scheduled to be played during the prime time slot. |
| Travel and Per Diem Allowances | X | | During the school visit, officials indicated that per diem benefits provided were equitable. This area was very difficult for KHSAA officials to evaluate due to the school's failure to list complete travel and per diem expenditures on the re-visit form on the April 15, 2006 submittal to KHSAA. (See Support Services and KHSAA Recommended Action.) |
| Coaching | X | | The school was rendered deficient in the area by the October 17, 2001 report due to the salary gap that existed between the head softball and baseball coaches, and the failure of the school to include the extended days paid to coaches on its submittals to KHSAA. A thorough review of the school's current extra service pay schedule show that these inequities have been alleviated. The softball and baseball coaches now receive equal supplements and no coach is supplemented for extended days. According to the school's most recent submittals to KHSAA, 40% (2/5) of the girls team coaches are off campus employees while 25% (1/4) of the boys team coaches are off campus employees. The school did not list the <u>total</u> of all coaching salaries on the T-35 and T-36 forms submitted to KHSAA. (See Support Services and KHSAA Recommended Action.) |

| | | |
|--|----------|--|
| Locker Rooms, Practice and Competitive Facilities | X | <p>The school was deemed deficient in this area by the October 17, 2001 report due primarily to the inequity of benefits provided by the school's softball field compared to the baseball field. Since the time of the original visit, the school has built a new on-campus softball field which provides essentially the same amenities as the baseball field. One project that the school has not completed is the construction of restroom facilities at the softball field. School officials were encouraged to <u>complete this project with all deliberate speed and list the completion date as a part of the Corrective Action Plan on its annual report.</u> The school visit showed that all shared athletic facilities appeared to be shared equitably. Although the school has <u>two</u> locker rooms, there did appear to be a slight advantage to the girls in this area.</p> |
| Medical and Training Facilities and Services | X | <p>The October 17, 2001 school report requested that a weight training room usage schedule be posted at the facility. KHSAA officials reviewed the weight training room usage schedule in the school's Title IX file, but it was still <u>not</u> posted at the facility. Again, the school is <u>requested to post</u> the usage schedule at the facility. An athletic trainer is provided by St. Elizabeth Hospital at all home athletic events for both boys and girls teams.</p> |
| Publicity | X | <p>Information provided by administrators and by the re-visit report indicate that the school has a varsity and junior varsity cheerleading squad. Both squads cheer at all home games for both boys and girls basketball teams. They also cheer at four "selected" away games for the boys and girls teams. Support is also provided for both teams at all post season tournament games and during the Class A tournament.</p> |

| | | | |
|---|-----------|----------|---|
| Support Services | | X | The school currently has one athletic booster club which has its bank account off the school campus. School officials stated that the only functions of the booster club are as follows: (1) provides \$25 per athlete to the school for benefits; (2) sponsors three awards banquets to honor all athletic teams; and (3) the purchase of jackets for all athletes at the school who earn a letter in any sport. There appeared to be a slight advantage to the boys in the provision of coaching office space. The school is rendered deficient in this area because of a perceived inequity in funding for athletic benefits in some areas (see Equipment and Supplies) and the failure of the school to report complete expenditures for athletic benefits in other areas (see Travel and Per Diem and Coaching). A full and complete disclosure may show improvement, or it may show the need for closer monitoring. (See KHSAA Recommended Action.) |
| 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 Plan calls for the installation of water, electric services, and permanent restrooms at the girls softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The major perceived deficiency indicated by the most recent visit is the provision of equitable financial support for athletic benefits. (See KHSAA Recommended Action.)

Although not a deficiency, an area of concern that should be addressed is the provision of a functioning Gender Equity Review Committee at the school. It is requested that on or before April 15, 2007, the school is to submit to KHSAA written Gender Equity Review Committee minutes for at least two committee meetings held after October 20, 2006. These minutes should be signed by the school principal, athletic director, and district Title IX coordinator.

7. KHSAA Recommended Action in relation to new deficiencies

(SUPPORT SERVICES) On or before March 1, 2007, completed T-35 and T-36 forms for the 2005-2006 school year is to be submitted to KHSAA. This document should include complete expenditures for all benefit areas requested on the form. It should also include complete and accurate totals and percentages on the T-36 form.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The school was deemed deficient in the areas of Equipment and Supplies, Coaching, and Locker Rooms, Practice and Competitive Facilities by the October 17, 2001 report. The most recent visit indicated that the school has addressed the issues requested in relation to benefits provided in these categories. (See Equipment and Supplies, Coaching, and Locker Rooms, Practice, and Competitive Facilities in the body of this report.)

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mark Wilhoit
300 Helton St.
Williamstown KY 41097

District Level Title IX Coordinator: Sally Skinner
300 Helton St.
Williamstown KY 41097

| Name | Title | Telephone |
|---------------------------|--------------------------------------|-----------------------|
| Gary W. Lawson | KHSAA | (502) 875-3817 |
| Reba Woodall | KHSAA | (859) 299-5472 |
| Sally Skinner | District Title IX Coordinator | (859) 824-7144 |
| Jaclyn Smith | Student | (859) 824-5142 |
| Mark Wilhoit | Athletic Director | (859) 824-4421 |
| Stephanie Caldwell | Girls Golf Coach/Parent | (859) 322-7560 |
| Jeff D. Dunnaway | School Board Member | (859) 823-7711 |

10. Comments

No one from the community attended the public comments session. The meeting was formally adjourned at 5:20 p.m.

Williamstown High School Gender Equity Committee

11/8/2006

Attendees:

Sally Skinner – Asst. Superintendent

Robert Elliott – Principal

Mark Wilhoit – Athletic Director

Jaclyn Stith – Student

Patrick Gatewood – Student

1. Meeting called to order by Mark Wilhoit
2. Passed out summary of KHSAA Title IX Re-visit
 - a. Discussed how well Re-Visit went and thanked all of those that were involved
 - b. Discussed which areas still need improvement
 - i. Baseball team expenditures creating small concern with overall picture. Mark Wilhoit opened for discussion on ways to improve. One option is to have equal trips for Baseball and Softball in distance traveled, amount of days, amount spent. Etc...
3. Discussed Baseball proposal to set-up 2 new batting cages at baseball field. Mark Wilhoit stated, based on reply by KHSAA, that setting up 2 cages at field would not be within Title IX standards.
4. Robert Elliott made motion to dismiss, seconded by Jaclyn Stith.
5. Next meeting will be held on February 7th, 2007
6. Mark Wilhoit adjourned meeting.

Williamstown High School Gender Equity Committee

2/7/2007

Attendees:

Sally Skinner – Asst. Superintendent
Robert Elliott – Principal
Mark Wilhoit – Athletic Director *MW*
Jaclyn Stith – Student
Patrick Gatewood – Student
Joe Webster – Parent

1. Meeting called to order by Mark Wilhoit
2. Mark Wilhoit informed committee of upcoming Title IX Annual Verification
 - a. Stated that the survey would not be required this year. Robert Elliott stated he would like for us to go ahead and take the survey to be pro-active and see what our students would like to have for Athletics at WHS
3. Open Discussion opened by Mark Wilhoit
 - a. Patrick Gatewood stated that some of the Boy's Basketball players were questioning why the girl's locker room had better facilities (larger lockers, padded seats, CD player). Robert Elliott explained that parent volunteers had worked to improve the condition of the locker room by building larger lockers and painting. He also stated that with school renovations, both locker rooms would be renovated during the Summer, 2007. With the renovations, both locker rooms should be fairly identical.
4. Sally Skinner made a motion to adjourn, seconded by Robert Elliott.
5. Next meeting date will be TBD based on 2007-2008 school year
6. Mark Wilhoit adjourned meeting.

ACTUAL EXPENDITURES - FUNDING FOR PERSON STAFF

2006-2007 TO INCLUDE BOOSTER CLUB FUNDING

| | equipment and supplies | | travel | | awards | | coaches' salaries (to include supplemental and extended employment; dollar amount required) | | facilities improvements | | publications (if sport-specific) | |
|-----------------|------------------------|---------|--------|---------|--------|---------|---|--------------|-------------------------|---------|----------------------------------|---------|
| | School | Booster | School | Booster | School | Booster | School | # of Coaches | School | Booster | School | Booster |
| G basketball | 2883 | | 1560 | | 240 | 9625 | 3 | 617 | | 253 | | |
| B basketball | 4054 | | 1560 | | 390 | 9625 | 3 | 617 | | 253 | | |
| G softball | 4291 | | 4736 | | 220 | 5225 | 3 | | | | | |
| B baseball | 6715 | | 15429 | | 220 | 5225 | 3 | | | | | |
| G cross country | 1849 | | 480 | | 100 | 750 | 1 | | | | | |
| B cross country | 1849 | | 480 | | 100 | 750 | 1 | | | | | |
| G golf | 1440 | | 840 | | 80 | 1500 | 1 | | | | | |
| B golf | 527 | | 860 | | 80 | 1500 | 1 | | | | | |
| G soccer | | | | | | | | | | | | |
| B soccer | | | | | | | | | | | | |
| G swimming | | | | | | | | | | | | |
| B swimming | | | | | | | | | | | | |

- Total expenditures on T-35 and T-36 on the 2006-2007 year report due by April 15, 2007, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2005-2006 ending June 30, 2006.
- Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs Reference KHSAA Bylaw 27)

Principal's Signature:  Date: 3/1/2007

Date: 3/1/2007

ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING

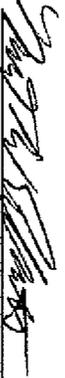
2006-2007

KHSAA
REV 1/06

| | equipment and supplies | | travel | | awards | | coaches' salaries (to include supplemental and extended employment; dollar amount required) | | facilities improvements | | publications (if sport-specific) | |
|----------------|------------------------|--------------|--------------|--------------|--------------|--------------|---|--------------|-------------------------|--------------|----------------------------------|--------------|
| | Expenditures | Expenditures | Expenditures | Expenditures | Expenditures | Expenditures | Expenditures | # of Coaches | Expenditures | Expenditures | Expenditures | Expenditures |
| | School | Booster | School | Booster | School | Booster | School | | School | Booster | School | Booster |
| G track | | | | | | | | | | | | |
| B track | | | | | | | | | | | | |
| G tennis | | | | | | | | | | | | |
| B tennis | | | | | | | | | | | | |
| G volleyball | | 1726 | | 1680 | | 140 | 3650 | 2 | | 617 | | |
| B wrestling | | | | | | | | | | | | |
| G (list sport) | | | | | | | | | | | | |
| B football | | | | | | | | | | | | |
| G (list sport) | | | | | | | | | | | | |
| B (list sport) | | | | | | | | | | | | |

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- Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

| Gender | Expenditures | Percentage |
|---------------|------------------|-------------|
| Boys | \$ 50,334 | 53.1% |
| Girls | \$ 44,502 | 46.9% |
| Total: | \$ 94,836 | 100% |

Principal's Signature:  Date: 

Principal's Signature:



Date:

3/1/2007

Williamstown High School Gender Equity Committee

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