



**KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT**

KHSAA Form T76
Rev..11/16

School:	Newport Central Catholic
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 2, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The January 30, 2007 Title IX school visit report rated the accommodation of student interest and abilities *Satisfactory* because the standards established by all three opportunities tests were being met. The January 14, 2014 school visit report rated this area *Satisfactory* because the standard established by Test 3 was being met. A review of the school's annual reports for the past two years show that in 2017-18 it appeared the standard of Test 1 was met, and in 2018-19 Test 3 was met. The school failed to meet Test 3 in 2017-18 because the student athletic interest survey was not administered as required. The survey was administered in 2018-19, and the T-3 form in that report shows all the indicated student athletic interests are currently being addressed by the school. Therefore, it is likely that Test 3 is being met. The T-63 form in the most recent student athletic interest survey shows that a 97% completion rate was received. DURING THE MOST RECENT SCHOOL VISIT, THE ATHLETIC DIRECTOR, PRINCIPAL, AND THE GENDER EQUITY REVIEW COMMITTEE WERE TOLD THAT TWO MAJOR FACTORS FOR ADDRESSING EQUITABLE PROVISION OF OPPORTUNITIES TESTS ARE THE ACCURATE SUBMITTAL OF TEAM ROSTERS AND THE PROPER ADMINISTRATION OF THE STUDENT ATHLETIC INTEREST SURVEY. During the 10/02/19 visit, the school's Title IX file was examined. It was found to contain all the previous Title IX school visit reports, annual Title IX reports for the past two years, an extra service pay schedule for coaches (see *Coaching*), a list of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, a school-generated athletic handbook for coaches, and a handbook for student athletes, facility usage schedules for the weight training room and gym. (See *Scheduling of Games and Practice Time and KHSAA Recommended Action.*)The file also contained regulations addressing recognition of athletic accomplishments (see *Publicity and KHSAA Recommended Action*), designation of the locker room and athletic equipment storage space assigned each team, minutes for one Gender Equity Review Committee meeting (see *KHSAA Recommended Action*), a uniform review, rotation, and/or replacement plan, and guidelines addressing the equitable provision of travel and per diem (see *Travel and Per Diem Allowances*). The school's athletic director was commended for the development of guidelines and regulations addressing the equitable provision of opportunities and benefits for student athletes. The athletic director and GERC were reminded of the need to review and update these regulations annually.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending		X

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: Both the 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. All the uniforms reviewed during the most recent visit appeared to be of high quality and supplied in equitable quantities. The uniform review, rotation, and/or replacement plan seen during the visit showed equitable replacement cycles for all “like” teams at the school. Interviews with student athletes gave strong indication that this plan was being followed. The 2017-18 and 2018-19 annual Title IX reports show that \$19.50 per female athlete and \$66 per male athlete was spent for equipment and supplies. The difference is outside of generally accepted parameters for the provision of parity. SPENDING FOR EQUIPMENT AND SUPPLIES SHOULD BE CHECKED FOR ACCURACY AND MONITORED FOR EQUITABLE PROVISION OF BENEFITS.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities		X
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of “like” sports showed parity. There were usage schedules for two of the athletic facilities shared for practice times by gender—the gym and weight training room—which appeared to show equitable access. A third shared facility was the soccer practice field for which no schedule was provided. Interviews with student athletes indicated that the girls’ soccer team “almost always” received the “late” practice times at this venue. (See *KHSAA Recommended Action*.) The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for parity in this endeavor.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation		X
Provision for meals and housing	X	
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The most recent visit revealed that the school has specific regulations addressing equitable mode of transportation and the provision of meals and lodging for student athletes. Upon receipt of this report, it is requested that the Gender Equity Review Committee examine the regulations regarding the mode of transportation and expand it to be more specific about when school-owned buses are used and how they are paid for , and additionally, to specify the rules for parental transport of athletes. The 2017-18 and 2018-19 annual Title IX reports show that \$25 per female athlete and \$22 per male athlete was spent for travel and per diem.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation		X
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The school's principal is responsible for the evaluation of all head coaches. A written instrument is not currently being used as part of this process. A review of the extra service pay schedule for coaches showed parity in regard to amounts paid and the number of coaches compensated except in the case of boys and girls soccer. The girls' soccer coaches appear to be compensated more than the boys. It is noted here that girls are the underrepresented gender at the school, but the reason for this disparity needs to be explained. (See *KHSAA Recommended Action*.) A review of the T-35 form in the 2018-19 annual Title IX report shows that the total amounts spent for salaries for teams of "like" sports were comparable except for baseball (\$3,600—3 teams) and softball (\$7,600—2 teams). School administrators stated that the coaching salaries listed for baseball and softball were in error. (See *KHSAA Recommended Action*.) According to information gathered during the most recent visit, the coaching ratio for female athletes is 8.75 participants per coach, and the ratio for male athletes is 9.2 Data provided by the school's athletic director indicated that 22% (2/9) of the head coaches of girls teams and 33% (3/9) of the head coaches of boys teams are on-campus employees.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit indicated that several of the practice and competitive athletic venues are off the school campus. The softball field is at Veterans Park about two miles from the school. The baseball field and soccer complex are at Moscher Park about 6 miles from the campus. The football team competes at the Newport Stadium located one mile from the school. The amenities at the softball and baseball facilities show relative parity with the softball field having a slight advantage. The boys and girls soccer teams use the same practice and game field. The cross country teams practice in the general area around the school, and all their competitions are away. The track team practices, primarily, in the school parking lot, and all their competitions are also away. The school has two dressing rooms in the gym. One dressing room is used by all male teams, and the other is used by all female teams. Although the male dressing room is slightly larger, the two areas seem to have similar amenities. The amount of equipment storage space is limited at the school, but all teams have an assigned storage area. These spaces appear to be assigned with the size of the teams and the proximity to their competitive facilities as priorities.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The most recent visit revealed that the school has a large, well-maintained, and very well-equipped weight training room. This facility contains numerous training options that are suitable for female athletes. An equitable usage schedule for this venue was in the Title IX file and posted at the facility. Interviews with student athletes confirmed equitable female access. An athletic trainer is equally accessible to all student athletes on a daily basis through a contract with St. Elizabeth's Hospital which also gives free athletic physical exams for any student on two designated days (one-summer, one-fall) each year.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: Both the two most recent Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that cheers at all home and away football games and all home boys' and girls' basketball games. The school does not have a band at this time. The Title IX file contained equitable regulations addressing the posting of banners for athletic recognition and the provision of athletic awards for achievement and participation. It is requested that regulations be developed and implemented in regard to equitable provision of post season banquets and selection of inductees for the school's Athletic Hall of Fame. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 annual Title IX reports show that \$6.50 per female athlete and \$7.50 per male athlete was spent for awards and recognition.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	NA	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The school has four offices for coaches at this time. One large office is shared by boys and girls basketball. Exclusive office space is assigned for volleyball, softball, and football. According to school administrators, there are no active booster clubs supporting school teams. A major source of funds is an athletic fee charged to each participant. This fee is currently \$75 per sport with a maximum of \$150 per student. The fee structure appears to be equitable. A review of athletic spending for the past two years shows that in school years 2016-17 and 2017-18, the per athlete expenditures have favored female athletes who are designated as the underrepresented gender in athletics at this school. School officials were again cautioned to make sure all expenditures reported on the T-35 form are accurate and complete. (See *Coaching and Equipment and Supplies and KHSAA Recommended Action*.)

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
No deficiencies were designated as a result of the October 2, 2019 Title IX school visit.		

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
No deficiencies were designated as a result of the January 14, 2014 Title IX school visit		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Accommodation of Interests and Abilities) The school is to submit to KHSAA minutes for at least <u>three</u> Gender Equity Review Committee meetings held during the 2019-2020 school year.	On or before <u>April 24, 2020</u>
(Coaching) The school is to submit to KHSAA a written explanation of the disparity in salaries for boys' and girls' soccer coaches. The school is to submit to KHSAA the total amounts spent for coaching salaries for the baseball and softball programs for the 2018-19 school year.	On or before <u>December 17, 2019</u> On or before <u>December 17, 2019</u>
(Scheduling of Games and Practice Times) The school is to submit to KHSAA a usage schedule for the soccer practice field showing equitable access for teams using that venue.	On or before <u>December 17, 2019</u>
(Publicity) The school is to submit to KHSAA a written regulation for this benefit category that address the equitable provision of post season banquets for student athletes. The school is to submit to KHSAA a description of the steps/criteria of the process for induction into the school's Athletic Hall of Fame including a list of the selection committee members.	On or before <u>December 17, 2019</u> On or before <u>December 17, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Luke H. Wiles	Student Athlete
Annie Heck	Student Athlete
Ralph Meyer	Girls Basketball Coach
Katrina Hiebiccki	Cross Country/Track and Field Coach
Stephanie Piegols	Assistant Principal
Ron Dawn	Principal
Dianne Heck	Parent
Jeff Schulkens	Athletic Director

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445) during the visit. The plan presented was very comprehensive and venue-specific as requested by the statute.

School officials were also asked to identify the locations of any Automated External Defibrillators available at the school. It was learned that there is a permanent AED on the wall of the main school office. There are three portable AEDs. They are in the concession stand at the baseball/soccer complex, in the concession stand at the softball complex, and another portable AED is transported by the athletic trainer to athletic venues.

No one from the community attended the Public Comments session. The school's athletic director was commended for the preparation for the school visit. The meeting was adjourned at 3:17 pm EDT.

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Coaching

The girls soccer coach was hired three ago and was told a salary amount of \$6,200 for staff. The previous Athletic Director did not look at the Title IX binder for the salaries of coaches. We hired a new boys coach this year & the salaries will be the same.

On the T-35 Form the coaching salaries for fast pitch softball was entered incorrectly. The salaries paid for 2018-2019 for baseball and fast pitch softball were both \$3,600.

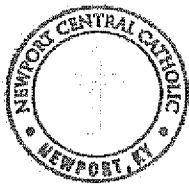
Sincerely,

A handwritten signature in black ink, appearing to read "Jeff Schulken".

Jeff Schulken, Athletic Director

A handwritten signature in black ink, appearing to read "Ron Dawn".

Ron Dawn, Principal



Soccer Practice Field Schedule

For the 2020 soccer season at our soccer field at Morscher Park we will alternate practice times between the boys & girls teams every two weeks when there are no games scheduled. For example the boys will go week 1 & week 2 from 4:00 – 6:00 & the girls will be 6:00 – 8:00. Then in weeks 3 & 4 the girls will go from 4:00 – 6:00 & the boys will be from 6:00 – 8:00.

Sincerely,

Jeff Schulkens, Athletic Director

Ron Dawn, Principal



Awards

- All senior participants are given senior picture plaques. Coaches shall discuss other team awards with athletic director, so that they remain consistent basis for all sports.
 - An "Awards Night" is scheduled to honor athletes and recognize their achievements. It is the coaches' responsibility to organize and execute the Awards Night. Coaches are required to provide the athletic director with a players lists and special awards by a specified date so the AD can procure the awards for the ceremony.
 - Approved Awards to be given:
 - Senior Awards
 - Most Valuable Player (multiple awards needs AD approval)
 - Most Improved
 - Thoroughbred Award
- ** Every sport is a little different, but any awards given beyond this must be discussed with and approved by the Athletic Director
- Award nights are to be held here at school. When award night involve something to eat, it should be pizza or a pot luck meal.



Hall of Fame

I. Preamble

Newport Central Catholic wishes to recognize outstanding individuals who participated in or who served as a valuable supporter of Newport Catholic/Newport Central Catholic/Our Lady Providence (NC/NCC/OLP) intercollegiate athletic programs by induction into the Athletic Hall of Fame.

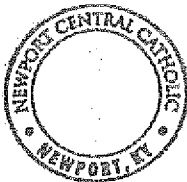
II. Membership

A committee will be convened every year for the purpose of selecting nominees for induction into the Athletic Hall of Fame. The number of nominees selected each year will be determined by the selection committee but shall be no less than one and no more than six.

III. Eligibility Requirements for Induction

To be considered for selection, a nominee must meet the following general requirements of eligibility.

1. Must have been a former student athlete in good standing.
2. Must be a graduate of NC/NCC/OLP.
3. Must have had two years of varsity team participation.
4. Must have made a noteworthy contribution to the athletic program while participating in the program.
5. Must be at least ten years removed from graduation.
6. Must have exemplified the character and integrity of a valued member of the NC/NCC/OLP community during their time at the school and acted in a manner consistent with the Catholic values and teachings of the school.
7. A special category for non-athletes but not limited to coaches, athletic directors, trainers, boosters or others closely associated with NC/NCC/OLP athletic programs for a period of five or more years are also eligible. Criteria for such candidates will be viewed on a case by case basis as deemed appropriate by the selection committee. Such criteria must be clearly articulated and be consistent with criteria #6 above.



8. Special awards which could be given to either graduates and for non-graduates, are the Fr John V. Hegenauer Community Service Award and the Jim Connor Award. The criteria for these awards are attached.

IV. Nominations for Induction

The following is a list of individuals who may accept nominations.

1. Any current NCC coach or athletic director.
2. Any current NCC faculty member or administrator.

Current members of Athletic Hall of Fame are greatly encouraged to play an active role in nomination potential future inductees.

V. Nominating Procedure

A nomination of any person meeting the eligibility requirements must be made in writing on a form supplied by NCC. Forms are located at

https://static1.squarespace.com/static/586fb6c5414fb5bea0aa8fe5/t/5899cfd229687f5fe92dfabc/1486475218403/NCC_HOF_Nomination_Form.pdf.

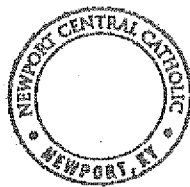
The nomination must include rationale consistent with the requirements. The nominations can be made at any time. The selection committee reserves the right to set a specific date for the acceptance of nominations for any particular year.

VI. Selection Committee Procedures

At the direction of the chairperson, the selection committee shall act consistent with the following procedures.

1. A meeting shall be held during the late summer or early fall of an Academic Year to review nomination.
2. At such meeting, a plan and deadline for nominations shall be established.
3. At such meeting, a plan with stated date(s) for induction of new nominees into the Athletic Hall of Fame shall be established.
4. At such meeting, a date will be established for a subsequent meeting for committee to convene and evaluate the nominees and make selections of the inductees.

NEWPORT CENTRAL CATHOLIC HIGH SCHOOL



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5. After review and discussion of the nominees, each member of the committee will be entitled to 1 vote for each nominee. A nominee must receive more than one half (1/2) of the number of votes to be elected to the Hall of Fame.

VII. Induction Procedures

There shall be a quality ceremony befitting for the induction of a nominee into the Athletic Hall of Fame and shall include but not be limited to the following:

1. The induction ceremony shall take place as a special event and include a banquet or reception for the inductees for that year.
2. Appropriate public relations attention shall be given to the event.
3. The principal or his/her designee with the athletic director shall preside over the event.
4. Each inductee shall be introduced by a member of the selection committee or by someone approved by the selection committee and the achievements of the inductee shall be recognized as part of the introduction.
5. Each inductee shall be presented with an appropriate memorial gift.

VIII. Committee Members

1. Principal of NCC.
2. Athletic Director of NCC.
3. Five other members of which two must be females.

To succeed you must believe and we believe!