

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

(For schools re-visited during the **2007-2008** school year)

School: **Bardstown High School**
Prepared By: **Jenny McCarty**
Date of Re-Visit: **November 28, 2007**
Telephone Number of Reviewer: **(502) 223-6965**
Reviewed By: **Larry G. 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)

	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 the data submitted by the school, it appears that the school has not met the standard for Substantial Proportionality Test (T-1) during the 2006-2007 school years. Additional data provided by the school demonstrates that the school has not met this standard for the previous two school years as well.

- 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 the data submitted by the school, it appeared that the school had met the standard of History and Continuing Practice Test (T-2) for the 2005-2006 school years. When the athletic director was interviewed he determined that this part of the annual report had not been completed correctly. Additional data provided by the school demonstrated that the school has not met this standard for all three previous 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:

According to the data submitted by the school, it appears that the school has met the standard of Full and Effective Accommodations and Interests and Abilities Test (T-3) for the 2006-2007 school years. Additional data provided by the school demonstrated that the school has met this standard for the previous two years as well.

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

Comments:

According to the data submitted by the school, the Student Interest Survey was given during the 2006-2007 school year to 8-11th graders with a return rate of 83%.

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 submitted by the school, it appears the school has not met the standard for Test 1 or Test 2 during the school years 2004-2007. It does appear, however, that it has consistently met the standard for Test 3 from 2004-2007.</p> <p>There was some confusion concerning the process for counting participants for Form T3. It appears that this form had not been completed correctly each year by the school. A thorough explanation was given by the auditors to school personnel so that they would better understand how to count participants when completing this form.</p> <p>The permanent Title IX file did not contain minutes from meetings. Auditors did not find the original Title IX audit document in the file. School personnel were advised they could request a copy of the original document from the KHSAA office. (See KHSAA recommendation) Since the 2003 yearly audit the KHSAA has recommended to the school to include students on its' Gender Equity Committee. The athletic director explained this was simply an oversight and that students would be added to the committee this year.</p>
Equipment and Supplies	X		<p>The uniforms viewed during the re-visit indicated equivalence. The school has a written uniform rotation policy. There was some concern expressed by auditors due to the fact that all sports were not included in the rotation. It was recommended that the gender equity committee review the uniform rotation policy to determine if some teams who were currently purchasing their own uniforms and keeping them should be included in the rotation.</p> <p>There is ample storage space available for equipment by all sports at the school. All sports were assigned a storage space except for tennis and golf. School personnel were advised to assign tennis and golf a designated storage space.</p>

Scheduling of Games and Practice Time	X	All shared athletic facilities appeared to be used equally. The school has a written facility use schedule and practice schedule for all sports. The school's 2007-2008 schedules indicated the school met its prime date requirement. The school also met its prime time requirement in 2006-2007.
Travel and Per Diem Allowances	X	The athletic director indicated that all students take school buses to athletic contests. The board of education pays for travel for all sports. The school does not have a written Travel and Per Diem Policy. The importance of such a policy was discussed with the committee. (See KHSAA Recommended Action)
Coaching	X	<p>During the original audit in 2003 the school was requested to submit a salary schedule for coaches to the KHSAA. There appeared to be some inequity at that time with extended employment pay. It appears that the salary schedule was never submitted. There was no coaches salary schedule in the file reviewed during this revisit audit (See KHSAA recommendation).</p> <p>Even though some female coaches are not employed on campus, athletes have access to these coaches by email through the district.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>Bardstown has an outdoor athletic complex on campus. The complex includes a baseball field, football field, track, soccer field, football practice field, softball field, and four tennis courts. All facilities are well maintained and the track has recently been resurfaced. The visitor dugouts for the softball field are in need of some basic repair and maintenance. All athletes have assigned locker rooms in this area and they are of equitable size, and contain equitable amenities.</p> <p>The school should be complimented for the renovation made to the indoor facilities. The boys' and girls' basketball teams locker rooms and amenities are mirror images of each other. They are adequate in space and are both in the same proximately to the gym. The volleyball team also uses the basketball team locker rooms and has adequate storage space for their equipment.</p>

Medical and Training Facilities and Services	X		The original audit noted that there was need to add weight equipment that was conducive to the training of female athletes. The weight room currently is well equipped with free weights and machines for both males and females. There is an abundance of equipment and the weight room had a variety of different types of weights that athletes could utilize. A weight room usage schedule was posted.
Publicity			<p>Student athletes interviewed felt that all teams were supported by the athletic administration, school administration and community. Even though there were only one or two pep rallies, they appear to recognize athletes of all sports. The use of media guides; although limited, appeared to be equitable.</p> <p>The school has shared banquets and pays for all banquet expenses. The food is provided from their cafeteria.</p> <p>The school has an extensive award policy for individuals; however, the award policy does not include stipulations for banners or other types of recognitions. (See KHSAA recommendation)</p>
Support Services	X		<p>All sports have access to office space and phones.</p> <p>There are no booster clubs as such at Bardstown. Parents are actively involved in fundraising activities but the coach of the sport has the authority to decide what type of fundraising will be done. Each sport has an internal account called (Friends Of Sport) which contains only monies that are from fundraising. Purchases made from these accounts must be approved by the athletic director and principal.</p>
Athletic Scholarships	N/A		
Tutoring	X		Extended School Services is offered to all students.
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		



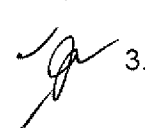

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

The Corrective Action Plans written by Bardstown High School have resulted in the following completed actions:

- Add fencing to the girls' softball field.
- Purchase additional weight room equipment better suited for use by female athletes
- Scheduled weight room use
- Promote female athletes and increase middle school participation
- Added lights to girls softball field
- Added a drainage system to the girls softball field

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Technically there were no new deficiencies observed but there are still several areas of concern. The following actions are recommended to be taken by school officials.

-  1. Submit to the KHSAA, no later than **April 15, 2008** an inclusive policy for all types of awards (including banners) and recognition given by the school.
-  2. Submit to the KHSAA, no later than **April 15, 2008** a written policy for travel and per diem.
-  3. Submit to the KHSAA, with the April 15, 2008 annual report the minutes of your Gender Equity Meetings.
-  4. Submit to the KHSAA, no later than **April 15, 2008** the most recent salary schedule including extended employment for all coaches.

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: David Clark

District Level Title IX Coordinator: Tom Hamilton

Name	Title	Telephone
Bob Blackmon	Middle School Principal	502-331-8803
Bill Christensen	Board Member	502-346-6682
David Clark	Athletic Director	502-331-8802
Rose Dodson	Family Resource Support Services	502-331-8802
Tom Hamilton	Associate Superintendent	502-331-8800
Martha Mullins	KHSAA Auditor	859-299-5472
Jenny McCarty	Title IX Auditor	502-223-6965

10. Comments

No one attended the public hearing at 5:00. Auditors left the campus at 5:15.

BARDSTOWN INDEPENDENT SCHOOL DISTRICT

TITLE IX COMMITTEE MEETING

The Title IX Committee met on Wednesday, September 26, 2007, at 2:00 p.m. In attendance were: David Clark, Tom Hamilton, Steve Arnold, Rosetta Dodson, and Bob Blackmon. David introduced the committee and reviewed the process of annual review.

2006 Report

Girls' participation is dropping
African American girls are not proportional to population

Preparation for 2007 Audit Review

Paperwork due October 1, 2007
David will send copies to committee members
Coaching salaries are raised
Weight room upgraded to be more gender equitable
Added classes (P.E.) to meet needs of girls
Coaches added

Meeting adjourned at 2:20 p.m.

**BARDSTOWN CITY SCHOOLS
EXTRA SERVICE SCHEDULE
2007-2008**

*Extended Days
Employment
days*

Athletic Director	\$3,000	
Assistant Athletic Director	2,500	3
Cheerleader Sponsor, Varsity/JV	3,000	8
Assistant Cheerleader Sponsor, JV	1,500	
Cheerleader Sponsor, Middle School	2,500	
Head Football Coach	4,500	18
Offensive Coordinator, Football	2,500	13
Defensive Coordinator, Football	2,500	13
Assistant Football Coach	2,200	13
Assistant Football Coach	2,200	13
Assistant Football Coach	2,200	
Assistant Football Coach	2,200	
Assistant Football Coach	2,200	
Assistant Football Coach	2,200	
Head Boys Basketball Coach	4,500	13 = Extended Days
Assistant Boys Basketball Coach	2,500	8
Assistant Boys Basketball Coach	2,200	
Assistant Boys Basketball Coach (8th)	1,500	
Assistant Boys Basketball Coach (7th)	1,500	
Middle School Basketball Coordinator	2,500	
Head Coach, Boys Soccer	2,000	
Assistant Varsity Coach, Boys Soccer	1,000	
Head Coach, Girls Soccer	2,000	
Assistant Varsity Coach, Girls Soccer	1,000	
Head Coach, Girls Basketball	4,500	13 = extended days
Assistant Coach, Girls Basketball, Freshman	2,500	8
Assistant Coach, Girls Basketball, Junior Varsity	2,200	
Assistant Coach, Girls Basketball, Middle School	1,500	
Assistant Coach, Girls Basketball, Middle School	1,500	
Head Coach, Baseball	3,000	
Assistant Coach, Baseball	1,000	
Head Coach, Track, Boys	2,500	
Head Coach, Track, Girls	2,500	
Assistant Coach, Track, Boys	1,000	
Assistant Coach, Track, Girls	1,000	
Coach, Boys and Girls Golf	2,000	
Coach, Boys Tennis	1,000	
Coach, Girls Tennis	1,000	
Coach, Boys Cross Country	1,000	
Coach, Girls Cross Country	1,000	
Coach, Girls Softball	3,000	
Assistant Coach, Softball	1,000	
Coach, Girls Volleyball	2,000	8
Assistant Coach, Volleyball	1,000	

Bardstown High School Athletic Policy
Travel
(Amendment to Athletic Policy)

Team travel expenses are paid by the Bardstown Board Office for a regular season or playoff game to and from each contest.

Any overnight stay or bus upgrade costs are to be paid by the individual sport.

There is a meal provided by the school cafeteria for student athletes that miss a meal because of the time or length of a contest.

ATHLETIC MISSION STATEMENT

The primary purpose of Bardstown High School Athletic programs is to provide experiences not otherwise included in the educational process and we believe that the Bardstown High School Athletic Department fulfills this obligation to all our students-athletes. The values derived from school activities will allow our student to be happier, more useful citizens by learning that discipline and cooperation gives confidence and the self-satisfaction of accomplishing goals.

BARDSTOWN HIGH SCHOOL ATHLETIC DEPARTMENT BY-LAWS

Honors and Awards

ARTICLE I

SECTION I

Athletes who letter in a varsity sport shall be eligible to receive a "B" Award (six inch letter).

SECTION II

An athlete can only receive one "B" award and then will be given bars for all other succeeding letters.

SECTION III

A senior who letters shall be eligible for a Scholastic Award if he/she is in the Advanced or College Prep Curriculum and has the highest accumulative G.P.A. If a senior does not meet these requirements, a junior shall be eligible to win the award. If a junior does not meet the requirements, a sophomore shall be eligible to win the award. (See Article IV Section III for the exception to this rule). Freshmen are not eligible to win this award. The grades shall be averaged for the current year on the day the award is to be presented. The winners shall receive a trophy or plaque.

SECTION IV

Students' who are a trainer or manager of soccer, basketball or football teams for one year shall receive a letter award. For every additional year served as a trainer or manager a bar will be awarded.

SECTION V

A player who is removed from a team by disciplinary action, scholastic inefficiency, or one who quits of his/her own initiative will not be eligible for an athletic award.

SECTION VI

A player participating on a team his/her junior and senior year who demonstrates a genuine interest in practice, works for individual improvement, and maintains a desire to improve his/her team shall be awarded a letter even though he/she does not qualify. The coaching staff and administrators shall decide on awards covering unusual circumstances such as injured players, etc.

SECTION VII

In the event of outstanding team accomplishments, i.e. Regional, District Championships, team members shall receive a patch or similar award. A team may also receive a patch or similar award for runner-up achievements.

SECTION VIII

Each sporting team has a banner hanging on the gymnasium wall. Every district championship or region runner-up or region championship will be honored on that team banner.

A team that wins a state championship will have a separate state championship banner in the gymnasium.

ARTICLE II- BASEBALL

SECTION I

An athlete who letters must have participated in one-half of the innings during the season. A starting pitcher must pitch 1/5 of the innings during the season. A relief pitcher must appear in at least one-third of the games or have a minimum of five saves.

SECTION II

The coach will be responsible for selecting the following award winners: (1) Highest Batting Average, (2) Best Pitcher, (3) Tiger Award and (4) Most Valuable Player. The winners shall receive a trophy or plaque.

ARTICLE III- BASKETBALL

SECTION I

An athlete who letters must participate in one-half quarters during the season.

SECTION II

The coach shall be responsible for selecting the following award winners:(1) Field Goal Percentage, (2) Best Defensive Player, (3) Most Assist, (4) Most Rebounds, (5) Most Improved, (6) 110%, (7) Best Free Throw percentage.

ARTICLE IV- CHEERLEADING

SECTION I

When a person is selected to the boys/girls squad first year, she/he will receive a "B" letter. She/he will keep this award if she/he completes one varsity season.

ARTICLE V- CROSS COUNTRY

SECTION I

A player must participate in one-half the quarters of a season of play to receive a letter.

SECTION II

The coach shall be responsible for selecting the following awards: (1) Best Runner, (2) 110 % award and Academic award.

ARTICLE VII- GOLF

SECTION I

An athlete who letters must have his/her score counted in at least one-half of the golf matches or have a season average that is within two strokes of the fifth place team member.

SECTION II

The coach shall be responsible for selecting the following awards if there are enough players who qualify: (1) A Medallist Award, (2) Coach's Award or a Most Improved Player. The winners shall receive a trophy or a plaque.

ARTICLE VIII- SOCCER

SECTION I

An athlete who letters must participate in at least one-third of the total number of halves during the course of the season.

SECTION II

The coach will be responsible for selecting the following awards: (1) Best Offensive Player, (2) Most Assists, (3) Best Defensive Player, (4) 110% Award, (5) Coach's Award, (6) Most Improved, (7) MVP. The winners shall receive a trophy or plaque.

ARTICLE IX- FAST PITCH SOFTBALL

SECTION I

An athlete who letters must participate in one-half of the innings during the season. A starting pitcher must pitch in 1/5 of the innings during the season to qualify for a letter. A relief pitcher must appear in at least one-third of the games or have a minimum of five saves.

SECTION II

The coach is responsible for selecting the following awards: (1) Pitchers Award, (2) Highest Batting Average, (3) Highest Slugging Percentage, (4) Coach's Award. The winners shall receive a trophy or plaque.

ARTICLE X- TENNIS

SECTION I

An athlete who letters must participate in 1/2 of all the tennis matches or qualifies for the state tournament.

SECTION II

The coach is responsible for selecting one Most Valuable Player and one Coach's Award winner for each tennis team. The winner will receive a trophy or plaque.

ARTICLE XI- TRACK

SECTION I

An athlete who letters must score 15 points during the season, or score points in the regional track meet.

SECTION II

The coach will be responsible for selecting the following awards for both the boys and girls teams (1) Tiger Award/ Lady Tiger Award, (2) High Point Award (will be given to the runners who score the highest number of points during the entire season). (3) Field Award (will be given to the runners who score the highest points during the season). The winners shall receive a trophy or a plaque.

ARTICLE XII- VOLLEYBALL

SECTION I – Any athlete that participates in ½ the matches will receive a letter for volleyball.

SECTION II- The following awards are given for volleyball: 1) most improved 2) coaches award 3) academic award

ARTICLE XIII- SENIOR MALE AND FEMALE ATHLETE OF THE YEAR AWARD

SECTION I

The following criteria will be utilized in the selection process: (a) number of varsity sports participated in, (b) special recognition, (c) individual honors, (d) number of letters, (e) overall academic G.P.A.

SECTION II

This award is based on the athlete's career at Bardstown High School and is presented in the spring at the conclusion of all K.H.S.A.A. Sporting Events. The Head Coaches will determine the winners. The winners will receive a trophy or plaque.

Any athlete that is suspended from school automatically becomes ineligible during the suspension and cannot participate in his/her sport for the remainder of the week, in which the suspension was served.

SECTION IV

All athletics must abide by the community wide drug policy.

SECTION V

Athletes are allowed to ride home with their *parents* after a sporting event, but due to insurance requirements they are not allowed to ride home with anyone else, including other parents. Only extreme exceptions may occur and the principal must approve those situations.