



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

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

School: **Bath County High School**
 Prepared By: **Gary W. Lawson**
 Date of Re-Visit: **November 12, 2007**
 Telephone Number of Reviewer: **(502) 875-3817**
 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 data submitted, the school has not met the standard established in Test #1 for provision of athletic opportunities during any 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 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.

- 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 has met the standard established in Test #3 during only one of the past three school years (2004-05). With the addition of volleyball at the varsity and freshman levels in 2007-08, the school appears to be currently meeting the standard established in Test #3.

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

Comments: According to information and data submitted by the school, it received a 98% 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>Data submitted by the school over the past three years has indicated that it has met the standard established in only one of the three opportunities tests (#3 in 2004-05) during any of the past three school years. With the addition of participation opportunities by the establishment of a volleyball team at the varsity and freshman levels in 2007-08, the school now appears to be meeting the standard established in Test #3. The school now offers all sanctioned sports for girls at the varsity level except swimming, and also offers the same number of teams for girls as for boys at the junior varsity and freshman levels. KHSAA officials reviewed the school's Title IX file and found it to contain all annual reports to KHSAA, a board approved salary schedule for all coaches, sample game schedules for all teams, written facility usage schedules, team practice schedules, written guidelines for posting of banners in the gymnasium, designation of storage space, written minutes for Gender Equity Review Committee meetings during the past two years, and a written uniform review and/or replacement plan. School officials were encouraged to continue to maintain an accurate and user-friendly Title IX file.</p>
Equipment and Supplies	X		<p>The school was rendered to be deficient in this area by the January 8, 2001 report primarily because of the condition of the girls softball uniforms when compared to those provided other sports. In the spring of 2001, documentation (pictures) of new high quality softball uniforms provided by the school were sent to KHSAA. Unfortunately, the most recent school visit again revealed that the softball uniforms were of <u>inferior</u> quality when compared to other sports. <u>THIS ISSUE SHOULD BE ADDRESSED BY SCHOOL OFFICIALS.</u> This area is not identified as deficient in this report only because the school does have a uniform review/replacement plan in place based on a four-year rotation and total spending in this area, as reported by the school, does indicate parity. According to the school's 2006-07 annual report, it was spending approximately \$57 per female athlete and #38 per male athlete for provision of equipment and supplies.</p>

Scheduling of Games and Practice Time	X		According to the schools' re-visit form, the number of scheduled competitive events for "like sports" appeared equitable. The school's 2006-07 girls' basketball schedule showed 40% (4/10) of their home games were played on prime dates and all four of their prime date games were played during the "prime time" slot. There were indications that shared game facilities and/or practice facilities were shared equitably.
Travel and Per Diem Allowances		X	This area has been very difficult for KHSAA officials to evaluate because of the school's failure to submit spending data on travel for the past four years. During the most recent visit, school officials were able to present T-35 and T-36 forms with most of the requested travel expenditures. <u>SCHOOL OFFICIALS WERE TOLD DURING THE VISIT THAT THIS INFORMATION SHOULD BE SUBMITTED ON ALL FUTURE ANNUAL REPORTS.</u> Due to the lack of data and the non-existence of any written guidelines for transportation or the provision of per diem this area is considered to be currently deficient. (See KHSAA Recommended Action.
Coaching	X		The coaching salaries shown on the district extra-service pay schedule appear to show equity. According to information provided on the re-visit form, <u>all</u> the school's head coaches are on-campus employees. One <u>significant area of concern</u> in coaching is that the school sponsors three volleyball teams (varsity, jv, and freshman) but has only <u>one</u> paid coach to handle all three teams. This situation appears to occur only in this one sport and <u>should be addressed by school officials with all deliberate speed.</u> (See KHSAA Recommended Action.)
Locker Rooms, Practice and Competitive Facilities	X		Although this area was not deemed deficient in the January 8, 2001 report, it did list certain needs including lights, dressing and restroom facilities at the softball field and additional athletic storage. Some of these needs have been listed in the school's Corrective Action Plans, but the most recent visit showed they have not been fully addressed. According to school officials they did not have a baseball field last year. (Home games were played in

Locker Rooms, Practice and Competitive Facilities			Rowan County approximately 25 miles away.) They reported they were unable to add the lights at the softball field as requested by the original audit and listed in their 2004-05 Corrective Action plan. School officials now contend they will be using baseball and softball fields at a county park approximately four miles from the school. Both of these fields are currently under construction. The baseball field is much nearer completion than the softball field. In fact, the original drawings for the layout of the park show a soccer field where the softball field is supposed to be. Discussions with a representative of the construction company indicated the change in the project plans to construct a softball field took place about a month ago. School officials stated that the board of education has no current written agreement for use of the fields at the park once they are completed. Given the lack of concrete evidence in relation to this project, it is again difficult to fully assess this area. (See KHSAA Recommended Action.) It is recommended that a KHSAA official visit the school before May 1, 2008 to evaluate the progress of this project.
Medical and Training Facilities and Services		X	The January 8, 2001 report listed the need for a posted weight training room usage schedule. The schedule was found to be in place during the recent visit <u>showing scheduled usage times only for male teams</u> (football and boys basketball). Interviews with student athletes indicated that girls did use the weight room during "open periods." At this point in history it is vigorously urged that girls deserve scheduled times as well as boys. (See KHSAA Recommended Action.) The school has the services of an athletic trainer from UK sports medicine one day per week. The trainer is available to all student athletes.
Publicity	X		The January 8, 2001 report indicated the need for written guidelines in relation to requirements for individuals and/or teams to have banners posted in the gymnasium. A review of the school's Title IX file showed the school does have these written guidelines in place. According to the school's re-visit form and on-site interviews, it currently sponsors

Publicity			one cheerleading squad which cheers at all home and away football games and at all home games and post season tournaments for both boys and girls basketball. Spending information related to awards for athletic performance which was submitted by the school is incomplete. ACCORDING TO INTERVIEWS WITH SCHOOL OFFICIALS, THEY WILL BE ABLE TO SUBMIT COMPLETE AND ACCURATE DATA IN THE FUTURE.
Support Services	X		According to data (although incomplete—see <i>travel</i> and <i>per diem</i> and <i>publicity</i>) submitted by the school, the spending for total athletic support has been within acceptable parameters over the past two years. Interviews with school officials indicated that there is little or no administrative oversight of booster spending. (See KHSAA Recommended Action.) The school currently has individual booster clubs for various teams. All boosters have off-campus accounts and there is no plan in place for the monitoring of purchases to insure equity. Minutes from GERC meetings suggest that booster clubs are allowed to be separate and distinctive entities.
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 listed the following areas to be addressed:

- Initiation of a girls volleyball program,
- Addition of amenities at the girls softball field including leveling of the field, new dugouts, new backstop, and installation of lighting,
- Scheduling at least three Gender Equity Review Committee meetings per year,
- Increasing the number of girls booster clubs.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- **(Travel and Per Diem)** The school failed to provide spending data in relation to provision of travel and per diem or have written guidelines to strive for equity in this area.
- **(Medical and Training Facilities and Services)** The school failed to provide specific scheduled times for female teams to use the weight training room as requested by the January 8, 2001 audit report.

Although not considered deficient at this time, there are other "areas of concern" which need to be addressed in order to avoid future deficiencies.

- **(Coaching)** The lack of coaching accessibility for the sport of volleyball needs to be targeted for improvement.
- **(Locker rooms, practice, and competitive facilities)** There is a need for a specific plan and oversight in provision of the proposed new softball facility.
- **(Support Services)** Administrative oversight in relation to booster spending at the school is imperative.

7. KHSAA Recommended Action in relation to new deficiencies

- **(Travel and Per Diem)** On or before **March 1, 2008**, the school should submit to KHSAA written guidelines for the provision of equitable travel and per diem for student athletes. These guidelines should include, but not be limited to, mode of transportation, provision of bus drivers and equitable per diem allotments.
- **(Medical and Training Facilities and Services)** On or before **March 1, 2008**, the school should submit to KHSAA a written usage schedule for the weight room which designates specific times for both male and female teams. This schedule should be posted at the facility and usage should be monitored by school officials.

The following "areas of concern" need to be addressed.

- **(Coaching)** On or before **March 1, 2008**, the school should submit to KHSAA a written update on the progress made in regard to the construction and usage of the new softball/baseball facility located at the county park. This document should include, but not be limited to, the provision of amenities at both fields, projected completion dates for both projects, copy of the lease and/or usage agreement between the school system and county parks department, and a back-up plan for the provision of alternate playing fields if either of the projects are not finished by the beginning of the 2008 softball/baseball season.
- **(Support Services)** On or before **March 1, 2008**, the school should submit to KHSAA a written plan for the administrative oversight of booster club spending related to the provision of athletic benefits. This plan should include, but not be limited to, designation of personnel involved in this monitoring as well as the specific steps to be taken to oversee spending for equitable benefits.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No re-occurring deficiencies were designated as a result of the November 12, 2007 visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jim Gay, 645 Chenault Dr., Owingsville, KY 40360
(606) 674-8165

District Level Title IX Coordinator: Kim Biddle, 405 W. Main St., Owingsville, KY
(606) 674-6314

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Martha Mullins	KHSAA	(859) 299-5472
Brittany Norton	Student Athlete	(606) 674-9971
Kim Biddle	District Title IX Coordinator	(606) 674-6314
Dalton Caudill	Student Athlete	(606) 674-8868
Tim Bailey	G/B Cross Ctry/Track Coach	(859) 585-1954
Cathi Walters	Parent	(606) 247-2183
Jim Gay	Athletic Director	(606) 674-8165

10. Comments

No one from the public attended the Public Comments session. The meeting was adjourned at 5:45 pm EST.