



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

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

School: **Beechwood High School**
 Reviewed By: **Phyllis Catlett and Larry Boucher**
 Date of Re-Visit: **November 2, 2006**
 Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Pg. 2 was missing from report. School to submit by 1/15/06**
- 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

*OK
Done
2/5/07*

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	A	Substantial Proportionality
X	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: In reviewing the school's present enrollment and previous enrollment there are questions by the auditors if 7th and 8th grades were counted in the school's enrollment. The school shall check the correlations and make any needed corrections. The school should not count 7th and 8th grades in their enrollment.

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:

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:

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

Comments: The survey indicates there is significant interest in Girl's Soccer. It is the school's responsibility to investigate this interest and provide proper documentation as to what has been done regarding this interest.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		
Equipment and Supplies	X		The school does have a Uniform Rotation Policy. The girl's basketball uniforms and softball uniforms are not of the same quality as compared to the boy's basketball and baseball uniforms. Some improvement of those uniforms for girls is needed.
Scheduling of Games and Practice Time	X		The school has a written policy regarding practice time. The 2006-2007 girl's basketball schedule is currently meeting the prime dates.
Travel and Per Diem Allowances	X		The school has a Travel and Per Diem Policy in place. All students are transported by the school.
Coaching	X		It appears that the school may have included Jr. High coaches' salaries in their total salaries for football which may have altered the total salaries for football. The school has a good coaches' handbook.
Locker Rooms, Practice and Competitive Facilities		X	The school was strongly urged to develop a Banner, Poster Policy. That would include all the athletic facilities. Counting the total number of lockers it appeared that the boys have an advantage in this area. The girls play their softball games on the baseball field which is a disadvantage and deterrent to the sport.

Medical and Training Facilities and Services	X		The school has two medical training rooms, and a full time medical trainer. The weight room is situated in the boys' locker room and the weights viewed by the auditors appeared to be male dominated. The school needs to add more free weights for girls and post a schedule of use in the weight room to assure equity.
Publicity	X		Concern was expressed that some sports did not receive equal publicity during their season.
Support Services			The administration and the Gender Equity Committee needs to establish a Booster Policy. The administration's oversight of booster support after the fact rather than before could possibly render the school equity problems in team expenditures of the total athletic program.
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 has consistently addressed student attendance on the part of the student body in support of Girl's Volleyball and Basketball programs by offering free admission to one basketball and one volleyball game.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The school needs to review the total expenditures for boys and girls programs across the board. Sixty-three percent of the monies are spent on forty-seven percent participation by the boys, while thirty-seven percent of the monies are spent on fifty-three percent participation by the girls. Approximately one hundred, fifty dollars per athlete was spent on boys according to the figures submitted by the school on the 2005-2006 Annual Report. The auditor will carefully review the expenditures on the 2006-2007 Annual Report.

7. KHSAA Recommended Action in relation to new deficiencies

While it was not cited as a deficiency on the schools' 1999-2000 Annual Report, there were some questions as to whether the use of the baseball field was appropriate for softball. This situation still exists at Beechwood High School and it is felt by the audit team that is a tremendous disadvantage as well as a liability issue for the Girl's Softball Program and the individual athletes who play on this field. The Gender Equity Committee and the school administration shall address the problem immediately and make the necessary changes that will assure the girls a proper softball facility.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

After careful review of the school's original audit completed during the 1999-2000 school year, it appears that the school has corrected the deficiency regarding how the cheerleaders cheer at varsity Girl's Basketball games. The auditors were told that the varsity squad splits equal time between boys' varsity and girls' varsity basketball games. This ensures that the best squad cheers equally for boys and girls respectfully.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Ben A. Zimmerman, Jr. 859/426-5353
 District Level Title IX Coordinator: Ben A. Zimmerman, Jr. 859/426-5353

Name	Title	Telephone
Phyllis Catlett	KHSAA Auditor	859-299-5472
Gary W. Lawson	KHSAA Auditor	502-875-3817
Nancy Hoffman	Booster President/Parent	859-331-6181
Matthew Long	Coach/Girl's Volleyball	859-727-1338
Alison McCarthy	Coach/Girl's Basketball Asst. Girl's Softball	859-292-8552
Noel Rash	Head Coach/Football	859-331-5136
Ben Zimmerman	Asst. Principal/AD/DPP	859-331-3852
Brady Slusher	Student Athlete	859-331-3852
Michael Dammerst	Board of Education Chair	859-341-0334
Fred Bassett	Superintendent	859-331-3250

10. Comments

There was no public meeting, the audit team departed the campus at 5:10 p.m.

The school shall submit in writing a plan to rectify the long lasting softball situation **by March 1, 2007.**

Submit to the KHSAA no later than **March 1, 2007** a copy of a written agreement between your high school and related booster organizations stating that your high school's administration will oversee all expenditures, whatever the source, which provides benefits of any nature to your high school's athletes and athletic teams. A generic draft of a booster club agreement is offered for your review on the KHSAA website ("Links, Reports and Information").

Your school is directed to meet with the Gender Equity Review Committee in October, January and April of school years **2006-07 and 2007-08.** A copy of the meeting minutes must be submitted to the KHSAA within one week of the meeting. A listing of all Committee members must be noted within the minutes as well as those who were in attendance at each meeting. Your Gender Equity Committee should contain, among other appropriate members, two students and two parents. A quorum of Committee members must be present at each meeting.

Note: The audit team was unable to find minutes of meetings except for this school year.

- The school shall address in writing to the KHSAA by March 1, 2007 action they intend to take regarding the obvious discrepancies between girls and boys uniforms in the sport of basketball and baseball/softball.

MASTER COPY
 2005-2006 INTERSCHOLASTIC ATHLETICS STUDENT SURVEY

KHSAA
 Form T61
 Rev. 9/05

1. Is the School District offering the interscholastic sport(s) you want to play?

228 Yes
84 No, I want to play _____
32 I am not interested in athletics
344

2. During the fall season, which KHSAA sanctioned sport would you like to play?

86 Football
40 Girls' Volleyball
11 Boys' Cross Country
10 Girls' Cross Country
13 Boys' Golf
8 Girls' Golf
36 Boys' Soccer
70 Girls' Soccer
87 I would not participate

3. During the winter season, which KHSAA sanctioned sport would you like to play?

72 Boys' Basketball
35 Girls' Basketball
7 Boys' Swimming & Diving
23 Girls' Swimming & Diving
18 Boys' Wrestling
56 Boys' and Girls' Indoor Track
139 I would not participate

4. During the spring season, which KHSAA sanctioned sport would you like to play?

37 Boys' Track
40 Girls' Track
36 Girls' Tennis
18 Boys' Tennis
22 Girls' Slow Pitch Softball
16 Girls' Fast Pitch Softball
56 Boys' Baseball
122 I would not participate

5. Do you participate in intramural sports? If you do, which sports(s)?

78 Yes _____
256 No _____

6. Which intramural sports, if any, would you like to see added?

7. Do you participate in non-school sport activities? If you do, which sport(s)?
165 Yes
188 No

8. Are you currently participating in interscholastic athletics during any season?
173 Yes
147 No Why don't you participate in interscholastic athletics?
42 I prefer other activities such as band, chorus, etc.
42 I don't have time
18 The practice schedules and game times are inconvenient
25 The sport I like isn't offered
5 It's too expensive
7 I prefer to participate in club or intramural sports
12 Working
17 Other

9. Do you have any suggestions to encourage participation?

10. Which Non-KHSAA sanctioned sport would you like to play?

68 Archery
27 Field Hockey
67 Bowling
5 Boys' Gymnastics
53 Girls' Gymnastics
37 Ice Hockey
57 Boys' Lacrosse
47 Girls' Lacrosse
76 Rifle
60 Rodeo
27 Boys' Volleyball
32 Water Polo
45 Weightlifting
35 I would not participate

OPTIONAL

Name: _____

Age: _____

Male: _____

Females: _____

Uniform Rotation Plan.....10-23-06

Following plan was discussed and will be reviewed at next Gender Equity Meeting on January 8, 2007

Some items were purchased/ordered before I took job.

- 06-07 Winter.....Home Basketball uniforms for both Girls (24) and Boys(24)
 Spring.....Replacement BB pants (6-12)

- 07-08 Fall.....Varsity Volleyball Uniforms (24)
 Replacement Football Pants (16-24)

 Spring.....Girls Softball Uniforms (24)
 Replacement BB uniforms (6)

- 08-09 Fall.....Replacement Football Pants (16-24)
 Winter.....Away Basketball uniforms for Girls (24)
 Spring.....Replacement BB uniforms (6)

- 09-10 Fall.....Replacement Football Pants (16-24)
 Winter.....Away Basketball uniforms for Boys (24)
 Spring.....Girls Track uniforms (50)
 Replacement BB uniforms (6)

- 10-11 Fall.....Replacement Football Pants (16-24)
 Spring.....Replacement Softball Pants (12)
 Replacement BB pants (12)

Fall

Volleyball
Football
G – Golf
B – Golf

Winter

G – Basketball
B – Basketball
G – Swim & Dive
B – Swim & Dive

Spring

Softball
Baseball
G - Tennis
B – Tennis
G – Track

Golf, Tennis, and Swim/Dive not included on rotation.

Nancy Noel

ATHLETIC BOOSTER CLUB AGREEMENT

This agreement is entered into by and between the Beechwood Board of Education (hereafter referred to as "Board) and an entity known as Beechwood Athletic Boosters, Inc.(hereafter referred to as the "Booster Club"). Through this Agreement, the parties intend to set forth the Terms and conditions under which the Booster Club may operate and associate with students, teachers, coaches and school administrators at Beechwood High School.

TERMS AND CONDITIONS

1. The Booster Club acknowledges that the Board is responsible for the promotion of education and the general health and welfare of all students attending the Beechwood Independent Schools. In addition, the Booster Club acknowledges that the Board has control and management funds and all public school property in its district and may use its funds and property to provide for all school and public education (KRS 160.290).
2. The Booster Club acknowledges that its activities may affect compliance with Title IX of the Educational Amendments of 1972 (Title 20, U.S.C. 1681-1687, et seq.) Beechwood High School and the Board. Likewise, the Booster Club acknowledges that, as a condition of membership in the Kentucky High School Athletic Association, representatives of Beechwood High School and the Board must verify that the school complies with Title IX. 702 KAR 7:065, Section 2 (13). Accordingly, the Booster Club agrees to provide all information requested by Beechwood High School, the board, or the Kentucky High School Athletic Association for purposes of determining Title IX compliance. The Booster Club further agrees to refrain from engaging in any activity which, in the opinion of the principal or athletic director of Beechwood High School or the Superintendent of the Beechwood Independent Schools, adversely affects the schools or the Board's ability to comply with Title IX.
3. The Booster club shall, on or before _____ (for the 2006-2007 school year), and July 1, 2007 (for the entire 2007-2008 school year), designate a representative for purposes of communicating with and providing true and accurate information to the Board and Beechwood High School.
4. Upon request of the principal or athletic director of Beechwood High School, or upon request of the Superintendent of the Beechwood Independent Schools, the Booster Club shall make available a full and complete list of its members.
5. In addition to complying with the requirements of Title 702 of the Kentucky Administrative Regulations, Chapter 3:130 (internal accounting, and all other relevant statutes and regulations, the Booster Club shall, upon the request of the principal or athletic director of Beechwood High School, or on the request of the Superintendent of the Beechwood Independent Schools, provide a full and complete accounting of all moneys raised, as well as a full and complete accounting of all moneys expended. In addition, if requested to do so, the Booster Club shall also provide audited financial records concerning its activities.
6. On or before _____ (for the remaining part of 2006-2007 school year), and June 30, 2007 (for the 2007-2008 school year), the Booster Club shall advise the principal and athletic director of Beechwood High School of all fund raising activities planned for the upcoming year. To the extent

the Booster Club seeks to engage in additional fund raising activities, it shall give at least 30 days notice of the intended activity.

7. The principal and athletic director of Beechwood High School and the Superintendent of the Beechwood Independent Schools expressly reserve the right to reject any fund raising activity for any reason. The Booster Club agrees that it shall not engage in any fund raising activity which has not been approved or which has been rejected by the principal or athletic director of Beechwood High School or the Superintendent of the Beechwood Independent Schools.
8. By executing this document through its designated representative, all the members, officers, and representatives of the Booster Club agree to abide by the terms and conditions set forth below as well as those additional terms and conditions which may be required by the Board. The designated representative of the Booster Club represents and agrees that he/she will provide a copy of their agreement to all members of the Booster Club.

I hereby acknowledge that I am a representative of the Beechwood Booster Club and that I am authorized to act on its behalf. I further agree that this Booster Club and its members shall abide by the Terms and Conditions set forth above. I further agree to immediately report to the principal and athletic director of Beechwood High School and to the Superintendent of Beechwood Independent Schools any violation or breach of this agreement.

(Beechwood Booster Club)

BY: _____

TITLE: _____

COMMONWEALTH OF KENTUCKY
COUNTY OF _____

Subscribed and sworn to before me on this the _____ day of _____, 2006, by

_____.

NOTARY PUBLIC

My Commission expires: _____

Minutes from Gender Equity Committee

Monday January 8, 2007

Members:

Michael Dammert	X	Dr. Fred Bassett	√
Glen Miller	√	Ben A. Zimmerman Jr.	√
Matt Long	√	Noel Rash	√
Alison McCarthy	√	Nancy Hoffman	√
Lucy McNerney	√	Brady Slusher	X

√ - present X - absent

- Guest Present Rodney and Kristen Huff 6,4,2
Mark Talley 4, 2
Scott Schilling 5,2,2

(Guest represent 4 of the 5 people I met with in Dec. 06 concerning adding Girls Soccer)

1. Role Call.....see attendance marks above
2. Approval of Minutes from Oct. 23, 2006 meeting
Moted to accept by Alison McCarthy
Second by Noel Rash
Passed
Minutes enclosed
3. Review of Title IX Re-Visit Report – items discussed
 - a. Page 1.....shared that the GE 50 form was not mailed as part of original package and it has been taken care of.
 - b. Page 2....under both C) and 3.....This was mentioned early in the meeting but moved toward the end because lengthy discussion anticipated. I was contacted by Mark Talley in late Nov. or early December requesting meeting about the possibility of adding soccer,

mainly girls. I met with Mr. Talley and 4 other individuals on Thursday Dec. 14th. I shared with them at that time the survey results from Spring 2006. I was in total agreement that this issue had to be addressed. During the December 5th meeting at Northern Kentucky University with the KHSAA team I talked in length at lunch with Mr. Larry Boucher about proper procedure in adding a sport. He shared with me that a good first step would be to host a meeting for those interested in offering something new. After that meeting, request a second meeting in which the potential athlete returns with a parent. At that point you could best determine the real significant interest and proceed with a study pertaining to such things as field/facility availability, cost, potential opponents, etc. All this was once again discussed during the gender equity meeting. There was concern expressed by a guest about a comment made referring to the fact that the school would take into consideration on how adding girls soccer in the fall would effect the school, mainly the volleyball team, band, and cheerleaders. It was recommended that in March that the survey would be conducted again and results would be shared at the April 9th Gender Equity Committee meeting and they would then decide the proper course of action. Survey results from 05-06 included as part of agenda.

- c. Page 3.....all comments discussed along with deficient mark under **Locker Rooms, Practice and Competitive Facilities**. A uniform policy was reviewed and a motion made by Nancy Hoffman to accept with a second from Noel Rash. Policy passed and will be forwarded to the school SBDM council. Policy is enclosed. The school has already contacted the Ft. Mitchell Recreation Department and a tentative agreement has been reached to play the girls softball home games off campus. The committee feels that the facility is much better than the boys' baseball field on campus which is where the girls have played previously. Mr. Zimmerman and Mr. Miller are working on a Banner, Poster policy to recognize the sports accomplishments.
- d. Page 4....all comments were discussed. Mr. Zimmerman presented to the booster club a policy at their December meeting for review and signature concerning the role between the school and booster club as it pertains to reporting expenditures and fundraising. At the January booster meeting Mr. Zimmerman was informed that they had a lawyer looking into the situation and were not prepared to sign the policy at that time. The report indicated that the weight room seemed

to have male dominated equipment but Mall Long, varsity coach, assured the committee that new hand weights were purchased in July/August 2006 to best serve the girls team. Also on page 4 under number 5.....the committee was unaware of this actually happening through the years.

- e. Page 5.....all three items discussed.
- f. Page 6.....Gender Equity Committee list did not include student Lucy McNerney and Principal Glen Miller. They have participated throughout and were interviewed by the audit team. Laura Tomlinson has agreed to be a parent representative on the GEC. All parts of item 10 were also discussed and Mr. Zimmerman will meet the deadlines requested.

4. Next Meeting.....Monday April 9, 2007 @ 5:30 p.m.

These minutes are not approved.

Approved Minutes from Gender Equity Committee

Monday October 23, 2006

Roll Call:

Michael Dammert	X	Dr. Fred Bassett	X
Glen Miller	√	Ben A. Zimmerman Jr.	√
Matt Long	√	Noel Rash	√
Alison McCarthy	√	Nancy Hoffman	√
Lucy McNerney	√	Brady Slusher	√ - L

√ - present X – absent

Mr. Zimmerman reviewed the Title IX Re-Visit Package and discussion held.

Uniforms were out for inspection and discussion. Preliminary plan was discussed and Mr. Zimmerman will comprise list for committee to approve in January 07.

Mr. Zimmerman shared concern about phone call he received concerning salaries being out of proportion. Mr. Zimmerman will formulate response and send to KHSAA.

Mr. Zimmerman met a guy at the KHSAA Delegate Assembly that sells banner, recognition board, etc.....he will meet with Mr. Miller and Mr. Zimmerman. Mr. Miller shared that he has \$3,000 set aside for this purpose.

Facilities were discussed in regard to those rooms in the gym area and the storage. Mr. Zimmerman has asked a parent to help clean and the gym classes will assist according to P.E./Health teacher and Girls' BB Coach Alison McCarthy.

Committee was reminded about Audit visit on November 2nd starting at 1:30 p.m.

Next committee meeting with be Monday January 8th, 2007 at 5:30 p.m.

Ben A. Zimmerman Jr.