



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

**(For schools re-visited during the 2015-2016 school year)**

School: Berea High School  
 Prepared By: Sharon Tippet  
 Date of Re-Visit: November 10, 2015  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes  No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes  No
- Benefits Summary Charts (Forms T-35 & T-36) Yes  No
- Checklist Overall Athletics Program (Form T-41) Yes  No
- Improvement Plan Summary Charts (Form T-60) 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
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 and calculations submitted to the KHSAA, it appears Berea High School has met the standard for Test 1 for 2012-2015 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 the data and calculations submitted to the KHSAA, it appears Berea High School has not met the standard for test #2 for 2012-2015 school years. One sport has been added during the past 5 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: The responses and data submitted indicate the school has met the standard established in Test 3 for provision of opportunities during each of the past 3 years.

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

Comments: The most recent student interest survey appears to support the responses given on the T-3 form. The most recent student interest survey showed a 100% rate.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Berea High School has met the standards for Test#1, the Test for Substantial Proportionality, and also Test#3, the Test of Full and Effective Accommodation of Student Interests for the school years 2012-2015.
Equipment and Supplies	X		<p>The 2009-2010 audit report stated that the uniform rotation plan needed to be re-evaluated by the GEC and take action on a policy that should be kept in the schools permanent Title IX file. There is now a plan for uniform review and replacement every 3-4 years. It is suggested that the like sports be in the same cycle.</p> <p>The quality of uniforms appeared to be excellent with a variety of brands. Spending in this area for a two year period fall in the acceptable range for equity for all the athletes</p>
Scheduling of Games and Practice Time	X		As stated in the previous audit, the scheduling of games and practice facilities for like sports appears to be equitable. Shared facilities schedules are on file in the Title IX file.
Travel and Per Diem Allowances	X		As recommended in the last audit, the GEC has developed a travel policy and it is included in the Title IX file. The policy addressed transportation to athletic contest and travel to contest requiring overnight trips. There appears to be no specific parameters, however, even though there is strong administrative oversight in place. <b>It is recommended that the guidelines be more specific with lodging accommodations and money parameters for meals.</b>
Coaching	X		Coaching equity is very good at Berea High School. The number of on campus coaches for female athletes is 5 out of 9 coaches, and for male athletes it is 4 out of 9. The ratio of

			<p>coaches to athletes is also equitable. There is a salary schedule that is equitable for all sports and parity for the number of provided coaching positions.</p> <p>Coaches, salaries per male/female athletes are equitable and within acceptable standards. Coaches are evaluated on a yearly basis by the Athletic Director and Assistant Principal.</p>
Locker Room, Practice and Competitive Facilities	X		<p>On paper, all teams have a place to change clothes for practice or competition. Because the boys' and girls' cross country have been assigned a school restroom for changing, <b>it is recommended that the Gender Equity Committee look at the locker room assignments and make sure all athletes have a place to dress and also security for personal items.</b></p> <p>No coach has an assigned office, but the conference room is available for coach/player or coach/parent meetings, if needed.</p>
Medical and Training Facilities and Services	X		<p>The school's weight room is located in a small space, but is accessible for all athletes. Because of the small size, it is very difficult for an entire team to be using the facility at the same time. The equipment is appropriate for female use. There is a schedule in the file and posted for use.</p> <p>The athletic trainer is provided through UK Sport Medicine. The trainer is available one day a week, at all home football games, basketball tournaments, and soccer tournaments.</p> <p>Each athlete is responsible for his/her own physical.</p>
Publicity	X		<p>There is one cheerleading squad supporting football and both girls' and boys' basketball games. The band and dance team also support these teams. Assignments are on file and are ensured by administrative oversight.</p> <p>In the Title IX file are guidelines for awards, banner display, and banquets. There is also a media guide for fall and winter sports. A guide for spring sports will be provided for that</p>

			<p>season. Seasonal schedule posters and programs were also available. The guides and posters were professionally done and informative.</p> <p>Regarding the T35 form, there was a question asked concerning this area. The spending recorded for various sports appeared to be exactly the same, either \$590 or \$295, with additional spending for some sports listed under the booster column. The question was asked if these like amounts were just part of the budgeted amount. If so, it was suggested that each sport record the exact amount spent on awards, not just the budgeted amount.</p>
Support Services	X		.There is no booster club at Berea High School. All teams conduct fundraisers and the policy to be followed is on file. The procedure has administrative oversight, with approval of the activity and all funds going through the school. Purchasing of items must have AD approval with a quote, and purchase order before ordering. Because there is such strong administrative oversight on spending, the overall spending for the past two years has been in the acceptable range.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

1. Travel and Per Diem-In 2013, the boys' basketball program raised funds and

complete a winter tournament trip to Florida. The girls' program was scheduled to take a comparable trip in 2014. Due to two coaching changes in the girls' program they were unable to take the trip. We will monitor the plans and ensure that our boys' and girls' programs always have comparable travel opportunities.

2. Uniform Rotation Policy Review. The Gender Equity Committee will review expenditures on uniforms each year to ensure that opportunities for all students are equitable.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There are no observed deficiencies in overall girls' and boys' athletic programs.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no observed deficiencies, the following recommendations should be addressed in regards to equity:

It is recommended that in the area of Travel and Per Diem, the guidelines be more specific with the types of lodging accommodations and money parameters for meals. **These should be completed and sent to the KHSAA office on or before March 31, 2015.**

It is recommended that the Gender Equity Committee look at the locker room assignments and make sure all athletes have a place to dress and also security for personal items. **These assignments should be sent to the KHSAA office on or before March 31, 2015.**

8. KHSAA Recommended Action in relation to reoccurring deficiencies

Even though there are no reoccurring deficiencies, there are two recommendations that, if followed, may prevent any deficiencies in the future.

It is recommended that the Gender Equity Committee look at the locker room assignments and make sure all athletes have a place to dress and also security for personal items. **These assignments should be sent to the KHSAA office on or before March 31, 2015.**

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Amanda Hamilton

District Level Title IX Coordinator:

Name	Title	Telephone
Craig Wideman	HS Girls' Soccer Coach	859-358-6609

Cameron Jackson	HS Boys' Basketball Coach	859-358-6609
Alexandria Horn	Student Athlete	859-358-6609
Shyiem Alexander	Student Athlete	859-358-6609
Amanda Hamilton	AD/Title IX Coordinator	606-831-0975
Kathie Ridge	Bookkeeper/Secretary	859-779-1620
Charlotte Haycraft	Parent	859-986-4911
Luke Wright	Assistant. Prin./Assistant AD	859-893-2337
Sharon Tippet	KHSAA Title IX Auditor	859-533-2721
Kathy Johnston	KHSAA Title IX Auditor	859-494-2509

9. Comments:

The Athletic Director at Berea High School was well prepared and very accommodating during the Title IX audit. All required documents were ready, as well as, uniforms available for inspection. Berea High School is a small school located in a facility that has elementary, middle school and high school included. Scheduling of facilities is a challenge, as is finding locker room and storage for all athletic teams. It is evident that the AD and the Administration has worked hard to provide equitable benefits for their athletes. Even though the school has no Title IX deficiencies at this time, when the Gender Equity Committee acts on the recommendations, this will ensure a high level of compliance for Berea High School. Students and coaches interviewed reinforced what was observed in the auditing process, and expressed over-all satisfaction with the athletic program.

No one came to the public forum.