



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2009-2010 school year)

School: Berea High School
Prepared By: Gordon D. Bocock
Date of Re-Visit: Tuesday, December 8, 2009
Telephone Number of Reviewer: (859) 299-5472
Reviewed By:

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)

| | | |
|---|---|--|
| X | A | Substantial Proportionality |
| X | 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 met the standard of proportionality Test (T-1) for the 2008-2009 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 submitted by the school, it appears that the school has met the History of Continuing Practice of Program Expansion Test (T-2) for the 2008-2009 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 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 2008-2009 school years.

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

Comments A new student interest survey is to be given during the 2009-2010 school year. Once the results are tabulated the Gender Equity Committee will put forth the steps necessary to determine if the new interests that the Berea High School Student Body may have is real and genuine.

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

| Benefit to Students | Satisfactory | Deficient | Comments |
|---|--------------|-----------|---|
| Accommodation of Interests and Abilities | X | | Berea has been conducting the Student Interest Surveys on a regular basis and have added sports accordingly. |
| Equipment and Supplies | X | | The quality of uniforms in all sports is good. A Uniform Rotation Plan for all sports needs to be re-evaluated by the Gender Equity Review Committee this year and this action should be reflected in the Committee Minutes and updated copies of the policy should be kept in the schools permanent Title IX file. |
| Scheduling of Games and Practice Time | X | | There appears to be very good cooperation in like sports that have to share the same practice and competition facilities. Prime Time scheduling for girl's basketball is currently in compliance. |
| Travel and Per Diem Allowances | X | | The Gender Equity Review Committee needs to review the school Travel Policy that deals with all the aspects of travel relating to athletic trips by Berea student athletes. A copy of the Schools Athletic Travel Policy should be on file in the schools permanent Title IX file. The school needs to be sure that Booster Club spending for food and lodging is included in this policy and on the annual budget reports. |
| Coaching | X | | It appears that all the student athletes at Berea High School are receiving quality coaches at all levels in all sports. A copy of the Berea School Board Coaches Stipend and payment plan should be placed in the schools permanent Title IX file each year. |
| Locker Rooms, Practice and Competitive Facilities | X | | With the building of a second gymnasium and two new locker rooms it is highly recommended that the Gender Equity Review Committee look at coming up with a corrective action plan that will keep athletes from dressing in restrooms or in their cars. All sports teams should be assigned a dressing room. This corrective action plan should be included in the April 15 Annual Report. |
| Medical and Training Facilities and Services | X | | The school has a weight room that is used by the student athletes. A safety issue that should be addressed is the number of student athletes that may be using this very small room at one time. Talk of expanding the weight room |

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| | | | <p>needs to be put into a Corrective Action Plan. The weight room needs to become more female friendly with the addition of some lighter weight bar bells, some lighter weight plates, and smaller belts. Posters of male and female lifters could be laminated and posted to give what is now a dull room a bit of a more friendly approach to lifting.</p> <p>A schedule of the weight room usage needs to be posted.</p> <p>A training room schedule with hours available needs to be posted.</p> |
| Publicity | X | | The Gender Equity Review Committee is to look at the total Awards Policy for Berea High School and put forth a step by step Corrective Action Plan to assure that all athletes in all sports are on an equal basis. |
| Support Services | X | | The Gender Equity Committee needs to look over the Annual Report prepared by the Athletic Director to double check that all budget expenses are being reported correctly. Spending differences in like sports needs to be addressed. Booster Club spending needs to be addressed and the Gender Equity Review Committee needs to look at Booster Club Agreements to make sure the School is in charge of the boosters. |
| Athletic Scholarships | | | Does not apply to Berea High School. |
| Tutoring | | | Does not apply to Berea High School. |
| Housing and Dining Facilities and Services | | | Does not apply to Berea High School. |
| Recruitment of Student Athletes | | | Does not apply to Monticello High School. |

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

- Berea High School is providing some excellent opportunities for the student athletes. A small high school with low enrollment numbers means that the students are being asked to compete in many sports, sometimes more than one per sports season. The 2009-2010 school year is the time for another survey so the Gender Equity Committee needs to look at the results of the new survey and put a corrective action plan into place that will help them determine what interest there may be in adding additional sports. This corrective action plan and all the minutes of the 2009-2010 Gender Equity Review Committee should be sent to the KHSAA with the April 15 Annual Report.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- Although not deficient at this time the Gender Equity Review Committee needs to tour the facilities and locker rooms and coaches offices and make note of any differences and set forth any corrective action to make sure that the boys and girls at Berea are getting equal treatment. This tour should be done yearly, not just for equity issues but various safety issues that may need to be addressed.
- The school has made some improvements since the original visit, especially correcting the two areas they were deficient in. Careful attention needs to be given to the T-35 and T-36 report to insure accurate reporting of expenses by each of the athletic teams as well as booster spending for each sport.

7. KHSAA Recommended Action in relation to new deficiencies

Note: Although the school was not given a deficiency there are still several areas of concern. The following actions are recommended.

- ✓ Submit to the KHSAA written minutes of the schools' Gender Equity Review Committee meetings for the 2009-2010 school year with the annual Title IX report.
 - ✓ Submit to the KHSAA no later than April 15, 2010 a written report of the Gender Equity Committee tour of the facilities and their findings.
 - ✓ Submit to the KHSAA no later than April 15, 2010 a corrective action plan to insure that all student athletes in all sports have an assigned dressing area.
 - ✓ Submit to the KHSAA no later than April 15, 2010 a corrective action plan on the schools current Awards Policy. This corrective action plan should include some of the following .
 - How athletes letter in each sport
 - How athletes will be recognized at the end of the season in each sport
 - How individual athletes get recognized in each sport (retired jerseys, pictures or banners, etc.
 - Hall of Fame recognition for all athletes
8. KHSAA Recommended Action in relation to reoccurring deficiencies . . . at this time there were no deficiencies but in a few areas a potential red flag was present. With the Corrective Action Plans recommended the school will be taking steps to remove these potential red flags.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Debbie Coleman
1 Pirate Parkway
Berea, Kentucky 40403
859-625-2180

District Level Title IX Coordinator: Donna Lovell –
 3 Pirate Parkway
 Berea, Kentucky 40403
 859-986-8446

| Name | Title | Telephone | |
|------|------------------|---|--------------|
| 1 | Jeremy Hamilton | Student Athlete | 859-408-1007 |
| 2 | Donna Lovell | District Level Title IX Coordinator | 859-986-8446 |
| 3 | Jerry Bingham | Girls Soccer and Girls Basketball Coach | 859-582-0333 |
| 4 | Rachel Wilder | Student Athlete | 859-200-9851 |
| 5 | Jackie Burnside | School Board Member | 859-986-1647 |
| 6 | Casey Poynter | Boys Track and Soccer Coach | 859-200-8407 |
| 7 | Lori Zastrow | Parent | 859-302-5674 |
| 8 | Debbie Coleman | Athletic Director | 859-625-2180 |
| 9 | Charlotte Isaacs | Girls Volleyball Coach | 859-779-5946 |
| 10 | Gary Lawson | KHSAA Audit Team | 502-875-3817 |
| 11 | Gordon Bocock | KHSAA Audit Team | 606-271-0714 |

10. Comments A Public Forum was scheduled for 5:00 in the School Library but no one attended the meeting.