



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

**(For schools re-visited during the 2012-2013 school year)**

School: Bourbon County High School  
 Prepared By: Barbara Kok  
 Date of Re-Visit: November 8, 2012, 2012  
 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 submitted by the school for the years 2010-2012, it appears that Bourbon County High School has met the standard for the test T-1 for the provision of athletic opportunities.

- 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:

Based on the information submitted by the school, it appears that Bourbon County has not met the standard for the test T-2 for the 2010-2012 school years. There is a plan to add Bass Fishing in the 2012-13 school year as soon as KHSAA guidelines are established.

- 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 information submitted by the school, it appears that Bourbon County High School has met the standard for the test T-3 for the 2010-2012 school years.

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 conducted March 2012. Bourbon County High School had a return rate of 89%, which exceeds the KHSAA request of an 80% return rate.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Bourbon County High School is currently meeting the standard for test T-3. The school fields 17 teams for female athletes and 17 teams for male athletes. Bowling teams were added for the 2010-11 school year. Student surveys show a slight interest in Bass Fishing and Archery. Bourbon County should continue to assess interests in these KHSAA sport offerings.
Equipment and Supplies	X		<p>The quality and quantity of uniforms for practice and games appears to be comparable for both male and female teams. A written policy is followed for review and purchase of new uniforms which shows equitable rotation.</p> <p>Information submitted on the 2010-2011 and 2011-2012 Annual Report forms T-35 and T-36, showed a difference in spending for male and female athletes in Equipment and Supplies. Expenditures for equipment and supplies are outside the commonly accepted parameters for parity.</p> <p>See Support services See KHSAA recommendations</p>
Scheduling of Games and Practice Time	X		<p>Practice times appeared to be equitable at all facilities for soccer, basketball and volleyball. There was no evidence of a written rotation plan and schedule for shared facilities.</p> <p>See KHSAA recommendations (a)</p>
Travel and Per Diem Allowances	X		<p>Travel and per diem policies need further clarification.</p> <p>See KHSAA recommendation. (b)</p>

Coaching	X		<p>A board approved salary schedule was present in the Title IX file. It appears to be comparable for both male and female teams.</p> <p>Written evidence shows a ratio of 10:1 athlete to coach for females and a ratio of 11:1 for males.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>Volleyball, girls' basketball and boys' basketball teams share a gymnasium located on site. It appears there is a disparity between the boys' basketball locker room and the girls' basketball locker room. The boys' basketball teams have two separate locker rooms that have been renovated and updated recently with a large screen television. The girls' locker room consists of a single room with older carpet and a much smaller television.</p> <p>The renovations of the out door complex have been completed. The football field has new turf and lights. Both baseball and softball appear to have comparable facilities with fencing, lights, scoreboards, and dugouts.</p> <p>Soccer facilities are located approximately two miles from the Bourbon County High School at a local elementary school. It appears to be an excellent facility that is equitable for both males and females.</p> <p>See KHSAA recommendations (c)</p>
Medical and Training Facilities and Services	X		<p>Bourbon County has one athletic trainer provided by the Lexington Clinic. The trainer is at the school every afternoon and available to all athletes. The training room located behind the school near the band room is accessible to all athletes. The weight room is located in the field house and well equipped with free weights and machines for both male and females. There was not written evidence of a schedule for use of the weight room or batting facility by male and female athletes.</p> <p>See KHSAA recommendations d)</p>
Publicity			<p>A community-sponsored poster for all fall sports schedules was printed. A comparable poster will</p>

	X		be provided for winter and spring sport seasons. Bourbon County High School has one cheerleading squad that will cheer for both male and female basketball games.
Support Services		X	<p>The Athletic Director and Administration indicated there were two Athletic Booster Clubs at Bourbon County High School for football and boys' soccer. Neither booster club had a signed agreement on file at the school or in the Title IX file. The football has a separate banking account outside the school. There was no written evidence that they must have administrative approval for purchases or expenditures.</p> <p>Upon further review, the total athletic spending appears to be outside the acceptable parameters for the provision of parity when the percentage of expenditures is compared with the percentage of participation. Notification of this was documented on the T-65 form in 2010-11 and again 2011-12. Administrative monitoring and an Improvement Plan need to be implemented to ensure equitable provision of benefits.</p> <p>See KHSAA recommendations. (e)</p>
Athletic Scholarships			
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)

Publicity- Football program to include all fall sports

Facilities-Upgrade to lighting on softball fields

Replace scoreboard at soccer complex

Equipment-Upgrade wrestling mats

Upgrade track equipment

Storage Additional storage for wrestling and football

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There was an observed deficiency in the area of Support Services at Bourbon County High School this Title IX visit. Overall spending for at least the last two years has fallen outside the acceptable parameters for parity.

7. KHSAA Recommended Action in relation to new deficiencies

School administration, the Athletic Director and the Gender Equity Review Committee should evaluate the spending practices of all athletic teams and determine the areas where there is a disparity with other sports teams. Information found on the T-35 and T-36 form submitted for 2011-12 to the KHSAA in the benefit areas of equipment/supplies and travel should be examined.

Although there were no deficiencies observed in some areas, the following recommendations should be addressed by the athletic director, school administrators, and Gender Equity Review Committee to insure overall equivalency.:

- a. Upon receipt of this report, schedules for **ALL** shared facilities should be developed that insures equitable access to all teams involved. Those schedules should be posted at each facility site. Copies of the schedules should be submitted to KHSAA by **January 15, 2013.**
- b. The GEC should review travel and per diem policies covered in the Field Trip Handbook, Coaches Handbook, and other Board of Education written guidelines. All information directly pertaining to athletics should be incorporated into one document establishing parameters for spending on travel and per diem and placed into the Title IX permanent file. A copy of this policy should be submitted to KHSAA by **January 15, 2013.**
- c. Upon receipt of this report, post a schedule for the sharing of the gymnasium facilities. Locker room assignments should be made that gives access to all sponsored teams.
- d. Upon receipt of this report, post the athletic trainer's schedule and practice location at the training room. Contact information (phone number and/or e-mail address) should be posted.
- e. Upon receipt of this report, school administrators and the Gender Equity Review Committee should develop guidelines regarding fund raising activities relative to Booster Clubs with outside bank accounts. This document should be presented to all Booster Clubs acting under the name of Bourbon County High School. This document should also take into consideration the financial guidelines as set forth by the Redbook. Signed copies should be submitted to KHSAA by **January 15, 2013.**

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Tony Sosby

District Level Title IX Coordinator: Lynn Switzer

Name	Title	Telephone
Zachary Treilobs	Student	859-987-2185
Kylie Hilander	Student	859-987-2185
David Horseman	Principal	859-987-2185
Jeff Jett	Girls Soccer Coach	859-707-7463
Juan Byars	Girls Basketball Coach	859-340-9062
Sara Wells	Teacher	859-987-2185
Tony Sosby	Athletic Director	859-987-2185
Barbara Kok	KHSAA	859-361-2044
Gordon Bocock	KHSAA	

8. Comments

No one attended the public forum scheduled for 3:00pm. Audit team left campus at 3:15 pm.