



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

(For schools re-visited during the 2013-2014 school year)

School: Bowling Green
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 21, 2013
 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

Title IX Improvement Plan Summary Charts (Form T-60) 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: The data, calculations, and rosters submitted to KHSAA indicate that 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 the data and rosters submitted, the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2012-13 annual Title IX report shows that one female team (bowling) with approximately ten current participants has been added during the past five 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 information submitted to KHSAA in the annual Title IX report show that the standard established in Test 3 for provision of athletic opportunities has been met during each of the past three school years. The responses on the T-3 form have been supported by the information found in the most recent student athletic interest survey. The rosters submitted indicate that the school offers 18 total teams for female competition and 19 total teams for males.

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

Comments: The T-63 form contained in the 2011-12 annual Title IX report submitted to KHSAA shows that the school received an 81% completion rate on the most recent student athletic interest survey. School officials were reminded that 80% is the minimum completion rate acceptable to KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The January 24, 2001 Title IX school visit report rated this area <i>Satisfactory</i> stating that it appeared the standard established in Test 3 for provision of athletic opportunities was being met. The November 28, 2005 school report continued the <i>Satisfactory</i> rating documenting that the school seemed to be meeting the standard for <u>all three tests</u> for athletic opportunities. The most recent three annual Title IX reports indicate that the standard established in Test 3 is being met. As stated on the T-65 form submitted to the school on July 15, 2013, <u>in order for the school to continue to meet the standard of Test 3, the indicated interests in archery (76 girls) and bass fishing (25 girls) must be pursued for validity. The steps taken in this endeavor should be documented in the April 30, 2014 annual Title IX report.</u> When the Title IX file was reviewed, it was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current schedules for all school sponsored sports, game programs for football, volleyball, softball, baseball, girls and boys basketball (combined), girls and boys soccer (combined), facilities usage schedules for all shared athletic venues, guidelines regarding awards and recognition of athletic accomplishments (see <i>Publicity</i>), written designation of locker room and equipment storage space assigned each team (see <i>Locker Rooms, Practice and Competitive Facilities</i>), minutes for Gender Equity Review Committee meetings for the past three years, a uniform review, rotation, and/or replacement plan, guidelines relating to provision of travel and per diem (see <i>Travel and Per Diem</i> and <i>KHSAA Recommended Action</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were commended for the development and maintenance of a very comprehensive Title IX file.</p>

Equipment and Supplies	X		Both the 2001 and 2005 Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The 2005 report did request that the school adopt written guidelines for the equitable review, rotation, and/or replacement of uniforms. The most recent visit showed that the school has a uniform rotation plan in place for football based on a five-year cycle and all other sports on a four-year cycle of review except for girls and boys swimming, girls and boys golf, girls and boys tennis, and bowling which are replaced on an annual basis. All the uniforms reviewed during the most recent visit were of high quality and appeared to be supplied equitably in relation to quantity. The data submitted in the 2011-12 and 2012-13 annual Title IX reports indicated that the school was spending approximately \$283 per female athlete and \$258 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The 2001 and 2005 school visit reports gave this benefit category a <i>Satisfactory</i> rating. According to information on the KHSAA web site, the number of competitive events scheduled for teams of "like" sports showed parity. Usage schedules, as well as interviews with coaches and student athletes, indicated that shared athletic facilities were assigned equitably. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		Both the previous Title IX school visit reports judged this benefit category <i>Satisfactory</i> . The report from 2005 requested that the school develop and implement equitable guidelines for the provision of travel and per diem. The review of the Title IX file revealed that the school had fulfilled this request. These guidelines address the mode of transportation and the provision of meals and lodging for student athletes. At this time, it is requested that these guidelines be expanded to include the <u>specific requirements for requesting a charter bus</u> . (See KHSAA Recommended

Travel and Per Diem Allowances continued			Action.) According to the data submitted in the 2011-12 and 2012-2013 annual Title IX reports, the school was spending approximately \$107 per male athlete and \$132 per female athlete for travel and per diem.
Coaching	X		Both the previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The school principal is responsible for evaluating all the head coaches. There is no written instrument currently being used for this evaluation. The T-35 form in the 2012-13 annual Title IX report shows that the total amounts spent for salaries of coaches of "like" teams was comparable. A review of the district's extra service pay schedule for coaches showed parity. The data provided in the 2012-13 annual Title IX report shows that coaching ratios were one coach per 10 athletes for boys sports and one coach per 11 athletes for girls sports. Information provided during the visit showed that 90% of both the boys and girls head coaches were on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X		The January 24, 2001 Title IX school visit report rated this benefit category <i>Deficient</i> stating that there was a wide disparity in amenities provided at the softball field compared to baseball. Following the November, 2005 visit, this benefit category was rated <i>Satisfactory</i> documenting the disparity between softball and baseball had been addressed. The most recent visit showed that the athletic venues for Bowling Green High School are very well maintained and appointed. Overall, the locker rooms, practice and competitive facilities are excellent. All the outdoor and indoor competitive facilities appear to provide equitable amenities for teams of "like" sports. It was noted that <u>there are some differences in the information provided by the softball and baseball scoreboards</u> . Significant upgrades have been made at the softball facility since the first Title IX visit in 2001. The school has several locker rooms available for use by the athletes. All teams, except girls and boys tennis are assigned good quality dressing facilities. Upon receipt of this report, it is

Locker Rooms, Practice and Competitive Facilities continued			<u>requested that the boys and girls tennis teams be assigned an appropriate dressing area.</u> Compared to most high schools, Bowling Green has an abundance of athletic equipment storage space. All the available space appears to be assigned equitably.
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Medical and Training Facilities and Services	X		<p>The 2001 school visit report deemed this benefit category <i>Satisfactory</i>, but did note that there was no evidence provided that showed female access to the weight training room. The 2005 report documented that the school had two weight training rooms but, again, there was no schedule posted or provided that showed equitable female access. In March, 2006, a usage schedule for these facilities was submitted to KHSAA. At the time of the most recent visit, the school has two well maintained and equipped weight training rooms. Weight room #1 is located in the gym and is used by all teams except football. This room has a significant amount of equipment that is suitable for use by female athletes. An equitable usage schedule for this facility was in the Title IX file and also posted at the facility. Weight room #2 is located at the football field house and is used almost exclusively by the football team. Almost all the equipment in this room appears to be for male athletes. An athletic trainer is supplied by Pro-Rehabilitation from 1 to 8 pm daily for all student athletes. Physical examinations are offered for all student athletes on two designated days each spring (and one make-up day in the fall) by Western Kentucky Orthopedics and the Total Fitness Connection for a \$5.00 fee.</p>
Publicity	X		<p>Both the previous Title IX school visit reports judged this benefit category <i>Satisfactory</i>. The school currently sponsors one cheerleading squad that cheers at all home and away football games. They also cheer at all home and away games versus district opponents for both the boys and girls basketball teams. The full school band plays at all home football games. The pep band plays at all home boys and girls basketball games. The review of the Title IX file revealed that an equitable set of guidelines was in place in this benefit area. These guidelines addressed provision of awards banquets, letters and bars, and the posting of team recognition banners in the gym. <u>It is strongly recommended that upon receipt of this report, the school expand these guidelines to include the requirements for the</u></p>

Publicity continued			retirement of athletic jerseys. The information submitted in the 2011-12 and 2012-13 annual reports show that the school was spending approximately \$54 per female athlete compared to \$150 per male for athletic awards. The major factor influencing this wide disparity was the purchase of state championship rings for the football team.
Support Services	X		Both the previous Title IX school reports designated this benefit category <i>Satisfactory</i> . The 2005 report did suggest the implementation of written booster club agreements. The school currently has booster support for all school sponsored teams. The school is in a period of transition in relation to booster clubs at this time. Ten of the 15 total clubs house their funds in school accounts while five of them have off-campus bank accounts. The school is currently in the process of developing booster club agreements for the five clubs that have outside accounts. <u>It was suggested to school officials that these agreements contain some mechanism for administrative oversight (approval) of booster expenditures.</u> An analysis of athletic spending for the past two years shows that in 2011-12 expenditures were within generally accepted parameters for the provision of parity on both a percentage and per athlete basis. In 2012-13, spending seemed to favor female athletes.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		

Recruitment of Student Athletes	NA		
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5. Brief Summary/Analysis of the Title IX Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- enclosure of batting cages near the softball field;
- administrative monitoring of all athletic expenditures;
- seeking and retaining qualified female coaches;
- replacement of padding on softball backstop;
- construction of a permanent concession stand at the softball field;
- encouragement of athletic interest by female students in elementary and middle schools.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were assigned as a result of the November 21, 2013 school visit. There were suggestions offered for improvement in relation to benefit provision in the areas of Publicity, Locker Rooms, Practice and Competitive Facilities, Travel and Per Diem Allowances, and Support Services. These suggestions are listed in the body of this report under the appropriate benefit categories.

7. KHSAA Recommended Action in relation to new deficiencies

Although no major deficiencies were designated by this report, the following "area of concern" needs to be addressed in an attempt to insure equitable provision of benefits.

(Travel and Per Diem Allowances)

On or before **March 3, 2014**, the school is to submit to KHSAA an expansion of the current guidelines for provision of travel and per diem that includes the specific requirements to be met before an athletic team may request a charter bus for travel.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated in the November 28, 2005 Title IX school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: D.G. Sherrill, 833 Divet Circle, Bowling Green, KY 42104
(270) 784-3705

District Level Title IX Coordinator: Jon Lawson, State Street, Bowling Green, KY 42104
(270) 746-2200

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Lisa Correa	Soccer/Softball Coach	(270) 746-2300
Matt Hamilton	Cross Country/Track& Field	(270) 746-2300
Devin Hayes	Student Athlete	(270) 746-2300
Clay Stivers	Student Athlete	(270) 746-2300
Sidney Pruitt	Student Athlete	(270) 746-2300
Paige Fields	Student Athlete	(270) 746-2300
D. G. Sherrill	Athletic Director	(270) 746-2300
Jon Lawson	DPP/Title IX Coordinator	(270) 746-2200
Garrett Stone	Teacher/Coach	(270) 746-2300
Gary Fields	Principal	(270) 746-2300

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 CST.