



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

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

School: Boyle County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: December 10, 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

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: According to the data and reports submitted for the years 2010-2013, it appears that Boyle County High School does not meet the standard of Test 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: According to the data and reports submitted for the years 2010-2013, it appears that Boyle County High School does not meet the standard of Test 2 for the provision of athletic opportunities.

- 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 and reports submitted for the years 2010-2013, it appears that Boyle County High School has met the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 81%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		The most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 81%. Information on the T-3 form supports the results from the Survey with the addition of archery and bowling for males and females. According to submitted reports, there are 17 sport level opportunities for females and 20 for males; ten (10) varsity sports for females and eleven (11) for males.
Equipment and Supplies	x		Uniforms viewed appeared to be of mid to high quality and equitable with regard to the quantity provided. There was written evidence of a three (3) year plan for uniform review and/or replacement. Written documentation showed that the purchase cost of uniforms is made available from equitable and comparable budgetary allotments provided by the school and from booster fundraising dollars. Coaches interviewed were knowledgeable of the uniform review plan. All other viewed equipment appeared to of excellent quality and available for equitable access.
Scheduling of Games and Practice Time	x		There was viewed evidence of the most recent athletic schedules for all teams. Viewed schedules showed overall equity and comparability for the number of scheduled competitive events and parity for the like sports. There was written evidence of equitable scheduling and usage for the shared facilities of the gymnasium and turf field.

Travel and Per Diem Allowances	x		<p>There was written evidence of a travel and per diem guideline that provided for school bus transport, and parameters for meal allowance and lodging for overnight stay. All out-of-state travel, including the parameters of per diem, must have the approval of the local school board. Interviews with coaches indicate the use of charter bus for travel to some competitive events. This provision was not included with regard to mode of transportation. Interviews with administration also indicated that after school bus transportation is provided for those athletes that travel to off campus athletic facilities.</p> <p>(see recommendation 6.a.)</p>
Coaching	x		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence with regard to 'base' pay compensation and parity in the number of coaching positions for the like sports. Monetary compensation, as an evaluated benefit area, includes the base coaching salary and any extended employment days granted with regard to coaching positions. Viewed evidence showed that there were seven (7) male sport coaching positions that receive extended employment days for coaching as compared to two (2) for female teams.</p> <p>(see recommendation 6.b.)</p> <p>Interviews with administration indicated that approximately 25% of head coaches, for both males and females, are located on-campus. The current athlete to coach ratio is 11:1 for males and 10:1 for females. Interviews with students indicated available opportunity for access to all coaches. There was also viewed evidence of an evaluation tool, utilized by the Principal and Athletic Director, for evaluation of all head and assistant coaches.</p>

Locker Rooms, Practice and Competitive Facilities	x		<p>There was viewed evidence of locker assignment for all sponsored teams. Viewed locker rooms appeared to be equitable and with similar amenities. There was also viewed evidence of available storage for all teams. All viewed practice and competitive facilities appear to be in very good condition and well-maintained. The golf teams practice and compete at the Old Bridge and Danville Country Club courses, the swim teams at the McDowell Wellness Center and Centre College facility, the bowling teams at the Danville Bowl-A-Rama, archery teams at the Junction City Elementary School, and the cross country teams utilize Millennium Park, which is located directly behind the high school. Administrators indicated that after school bus transportation is provided to all off campus facilities.</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There was evidence of one (1) weight room located in the main school building, off the gymnasium. It is spacious, well maintained and provides appropriate equipment for female use and equitable access. Interviews with coaches and athletes indicate use of the weight room but there was no written or posted evidence of a weight room usage schedule.</p> <p>(see recommendation 6.c.)</p> <p>The high school has a full-time athletic trainer that is a direct employee of the school system. The trainer provides daily services to all teams and athletes. The training room, located next to the gymnasium, posts a daily schedule of availability and access. Interviews with administration indicate that the opportunity for athletic physicals is provided once a year to all athletes for a fee of \$10.00. These have been scheduled through Immediate Care Agency in Danville. There was written evidence of emergency action plans for all athletic facility sites.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that indicated the recognition provisions for banner display, giant photo display, letters and bars. There was also viewed evidence of trophy case display for each team. All viewed sports programs, athletic posters, and schedule cards provided equitable and comparable recognition for all teams. The awards guideline did not include the provision for end-of-season banquet type recognition even though interviews with coaches and athletes indicated that they do occur.</p> <p>(see recommendation 6.d.)</p> <p>Support groups of cheerleading and band appear to provide equitable support to football,</p>

			girls and boys basketball events.
Support Services	x		<p>An overall review of expenditures for a three-year cycle shows that Boyle County has met the acceptable parameters both on a percentage and per athlete spending basis. There was written evidence requiring administrative approval for all fund raising activities. Coaches interviewed were knowledgeable of the school process for approval to purchase items. Although in recent years overall expenditures has met the acceptable parameters, interviews with administrators indicated that there is not a process in place for school-level approval of expenditures made by booster clubs with outside bank accounts. Interviews with administrators indicate that there are currently nine (9) sports programs that have outside booster accounts.</p> <p>(see recommendation 6.e.)</p> <p>All available office space appeared to be assigned equitably.</p>
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Addition of batting cage, concrete work, and bleachers at softball facility
- Recruit more females for participation
- Lights and turf field for softball facility

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletics program at Boyle County High School, the following recommendations should be addressed to ensure overall equivalence:

- a. Upon receipt of this report, the Gender Equity Committee should review the current Travel guideline to include the provision for use of charter buses for travel to athletic events. A copy of this should be sent to the KHSAA by **February 15, 2014**.
- b. Please submit to the KHSAA, no later than **February 15, 2014**, a written summary of justification, signed by the school Principal, for the current existing payment of extended days for each of the designated coaching positions as viewed on the current salary schedule.
- c. Please submit to the KHSAA, no later than **February 15, 2014**, a weight room usage schedule that shows equitable access for female sports teams.
- d. Upon receipt of this report, the Gender Equity Committee should review the current Awards guideline to include the provision for end-of-season recognition for all teams. A copy of this should be sent to the KHSAA by **February 15, 2014**.
- e. Upon receipt of this report, the Gender Equity Committee should consider a guideline for school administrative oversight in regard to booster club spending. A copy of this should be sent to the KHSAA by **February 15, 2014**.

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator:

District Level Title IX Coordinator:

Name	Title	Telephone
Brian J. Deem	Head Coach – SB and GSO	859-236-5047 ext. 3019
Cate Milburn	Head Coach – VB / Asst. SB	859-236-5047 ext.3010
Bryce M. Marshall	Student Athlete	859-236-5047
Lauren Richards	Student Athlete	859-236-5047
Will Begley	Principal	859-326-1962
Chris LeMonds	Athletic Director	859-583-6952
Julie Muntz	Physical Ed./Fitness Teacher	859-324-6968
Brent Wagner	Head Coach – G/B Track	859-319-3167
Gordon Boccock	KHSAA	
Kathy Johnston kjohnston@khsaa.org	– KHSAA	859-494-2509

10. Comments

The administration was very welcoming and well prepared for the visit. The permanent Title IX file was well organized and complete.

Interviews with students and coaches were very positive. The administration is very committed to ensure overall equity for its athletes and the total Boyle County athletic program.

The public forum, scheduled for 3:00 pm, was held in the conference room at the high school. With no one in attendance, the audit team left Boyle County high School at 3:20 pm.