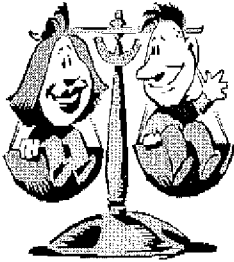


Extension

* - Noted on Status Report

KHSAA
Form T76
REV.10/05



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

(For schools re-visited during the 2008-2009 school year)

School: **Bryan High School**
Prepared By: **Jenny McCarty**
Date of Re-Visit: **12-17-2008**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

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)

	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, it appears that the school has not met the standard of proportionality Test (T-1) for the 2007-2008 school years. Additional data provided by the school demonstrated that the school has not met this standard for the previous two years as well.

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 not met the standard of History and Continuing Practice Test (T-2) for the 2007-2008 school years. Additional data provided by the school demonstrated that the school did meet this standard for one of the previous two 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 2007-2008 school years. Additional data provided by the school demonstrated that the school has met this standard for the previous two years as well.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: In 2007-2008 students in grades 9-11 were surveyed with an 82% rate of survey return. Currently the school offers all KHSAA sanctioned sports.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		According to the data submitted by the school it appears the school has not consistently met the standard for Test 1 or Test 2 during the school years 2005-2008. It does appear, however, that it has consistently met the standard for Test 3 from 2005-2008. Auditors recommended that the school begin to survey those eighth grade students so that the school could determine would attend their school as freshman.
Equipment and Supplies	X		All uniforms were not available for the auditors to view. Auditors did note that there appeared to be some inequity in quantity of uniforms. The school does not currently have a uniform rotation policy. Other equipment viewed appeared to be equitable for like sports in quality and quantity. Auditors learned that some equipment and supplies that had been purchased were incorrectly recorded on the 2007-2008 report which may reflect the slight disparity in spending in this area. (See KHSAA Recommendation)
Scheduling of Games and Practice Time	X		The school did have a written facility use schedule and practice schedule for all sports. The school's 2007-2008 girls' basketball schedule demonstrated that the school met its prime date requirement. According to the 2008-2009 girls' basketball schedule reviewed, the school was not in prime-time compliance and had requested a waiver from the KHSAA. That waiver was still pending at the time of the re-visit.
Travel and Per Diem Allowances	X		The school does not have a written Per Diem Policy included in their Title IX file. Fayette County student athletes are not provided transportation paid for by their school district. When transportation is provided to student athletes, boosters or individual teams must fundraise to pay the costs. Auditors were informed that private charter buses are cheaper than a public school district bus; therefore, this is the method of choice for many teams. If funds are available, teams take charter buses and if funds are not available student athletes are responsible for their own

<p>Travel and Per Diem Allowances cont'd</p>		<p>transportation to athletic events. Each team must complete a transportation request to take a charter bus that is approved by school administration. Although expenditures reported in this category are within acceptable parameters, this could be a red flag in the benefits area due to the fact that some teams may not have this benefit provided if funds are not available. (See KHSAA Recommendation)</p>
<p>Coaching</p>	<p>X</p>	<p>This benefit area was questioned on the 2007-2008 status report (Form T-65) sent to the school due to the greater number of coaches for some boys' teams than like girls teams. School officials explained to auditors that the difference in number of coaches for these like sports were due to participation numbers, however, the school did not have this documentation in the Title IX Master file. Through interviews conducted and data submitted, it appears that Bryan Station High School has a salary schedule that demonstrates equity for all coaches that are paid by board of education funds. All head and assistant coaches are paid by the same stipend according to the supplemental salary viewed. Additionally, the Fayette county public schools also have a schedule in which additional positions can be added to teams using school funds. The maximum number of additional coaches allowed is the same for like sports in this plan. Auditors were told that these positions are created and are approved if funds can be raised to pay for them. The school does not currently approve these positions in relation to like sports and or numbers of participants. Once again auditors expressed concern that this could be a red flag due to the fact that some groups may fund raise more and add more positions. (See KHSSA Recommendation)</p>

Locker Rooms, Practice and Competitive Facilities		X	<p>There are three boys' sports teams that have exclusive use of locker-room facilities. Baseball, Football, and Basketball teams all have their own locker room and do not share. The girls' basketball team shares with the girls' volleyball team and the locker-room space is smaller than boys' basketball locker room. The boys' baseball team has an indoor hitting facility with a separate room with wooden lockers adjacent to their field. There is not a hitting cage at the softball field of any type. Auditors were informed that both teams utilize the hitting facility; however, only baseball signs etc. were in the facility. Through interviews auditors learned that the girls' softball team did use this facility but did not have any storage in it. The press box at the boys' baseball field had a separate coaching office for use by the baseball coaches and the softball field press box did not have a coaching office. The combination of these benefits provided to boys' teams that are not provided to girls' teams rendered the school deficient in this benefit area. (See KHSAA Recommendation)</p>
Medical and Training Facilities and Services			<p>All students at the school have access to an athletic trainer. The school has recently constructed a field house that contains the new weight room. This facility did appear to be used equitably by student athletes although several teams did not use the facility by choice. The weight room décor did not include female friendly pictures, posters etc. in the room. It appeared to auditors that there were very few light weights for female use. (See KHSAA Recommendation)</p>
Publicity	X		<p>There were several schedule cards that included all sports at the school. The school had a media guide for basketball that recognized both the girls' and boys' basketball teams. The school does not currently have an inclusive policy for awards and recognition. The 2008 Status Report to the school expressed concern due to the fact that expenditures for awards were not reported for all sports. (See KHSAA Recommendation)</p>

Support Services		X	<p>The school has some active booster organizations that support athletics. There are many sports teams at the school that do not have booster organizations. Each sport receives the entry fee from gate receipts and is responsible for paying all related costs of games and program needs from these funds.</p> <p>Since boys' basketball and football traditionally have a larger attendance, it would appear that these teams have an advantage in that they may not have to fundraise as much as female teams to meet team needs. The school does get 5,000 dollars from the Fayette County Board of Education to supplement the athletic programs. Auditors stressed to school officials to review the practice of allowing each sports team to keep their gate receipts to determine if this in practice was creating an inequity in benefits. Since some sport teams do not have boosters they do not get some of the same benefits as other sports teams. The school does demonstrate a plan to oversee some aspects of booster activities; however, there are areas in need of improvement. Head Coaches are required to attend booster meetings, however the school does not utilize booster club agreements and expenditures are not subject to prior approval by the school administration. Booster clubs are required to submit budgets for the year and financial reports at the end of the school year. (See KHSAA Recommendation)</p> <p>It appeared to auditors that the boys' basketball coaching office contained more amenities than the girls' office. Auditors suggested that the school develop a plan to address this red flag.</p>
Athletic Scholarships	n/a		
Tutoring	X		Students are serviced by the ESS program available to all students.
Housing and Dining Facilities and Services	n/a		

Recruitment of Student Athletes	n/a		
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5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

- Upgrades to girls' softball field
- Renovation of girls' and boys' basketball team locker rooms
- New athletic field house to include a locker-room for girls' softball and volleyball teams.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The school has made some improvements since the original visit and audit report; however, there are still areas of concern with booster club expenditures and fundraising procedures, locker rooms and competitive facilities.

7. KHSAA Recommended Action in relation to new deficiencies

Submit to the KHSAA, by **April 15, 2009** an outline of steps that your school will follow to monitor expenditures for school and booster funds including the amounts students are expected to fundraise. Since the Fayette County Public Schools have a booster agreement that has been approved by the district, it is recommended that the school begin to use these agreements immediately.

- Submit to the KHSAA by **June 30, 2009** a plan to address the inequities in locker-room and competitive facilities that currently exist at the school.

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

- Submit to the KHSAA written minutes of the schools' Gender Equity Review Committee meetings for the next two years with the annual Title IX report.
- Submit to the KHSAA no later than **April 15, 2009**, the results of a study of travel for your student athletes. This study should include what teams use a bus to travel and the number of competitive events. This study should also include a comparison of the benefit to girls' teams and boys' teams.
- Submit to the KHSAA no later than **April 15, 2009**, a self-study of coaching benefits provided to student athletes. The study should include a ratio of student athlete to coach in like sports, a ratio of total student athletes to coaches with football and without football.
- Submit to the KHSAA no later than **April 15, 2009**, the results of a review of all varsity uniforms for quantity and quality the Gender Equity Committee. The school should also submit a copy of an adopted uniform replacement policy and schedule for all teams that participate in athletes at the school. A copy of this replacement and review process must be provided to all head coaches and must be placed in the school's Master Title IX File
- Submit to the KHSAA no later than **April 15, 2009**, a written policy for displaying banners, jerseys, pictures, trophies, banquets, honors, etc.
- Submit to the KHSAA no later than **April 15, 2009**, a plan to address the inequities in amenities provided to the boys' basketball coaching office.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Rick Jensen

District Level Title IX Coordinator: Don Adkins

Name	Title	Telephone
Don Adkins	District Title IX Coordinator	859-381-4769
Dr. Oliver Lucas	Head Football Coach	859-387-3308
Mile Hamilton	Parent	859-983-6188
Susan Wilson	Parent	589-277-1963
Karra Jackson	Head Girls' Basketball Coach	859-381-3308
Rick Jensen	Athletic Director	859-381-3308
John Barnes	Associate Principal	859-381-3308
Gordon Bocock	Auditor	859-524-4943
Jenny McCarty	Auditor	502-223-6965

10. Comments:

The Title IX Master file did not contain written minutes of any meetings with the exception of the one meeting held this school year. No one attended the Public Hearing held at 5:00 p.m.