



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

(For schools re-visited during the 2014-2015 school year)

School: Bullitt East High School
 Prepared By: Barbara Kok
 Date of Re-Visit: December 4, 2014
 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 information submitted for the years 2012-2014, it appears that Bullitt East High School has not met the standard for 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 information submitted for the years 2012-2014, it appears that Bullitt East High School has not met the standard for 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 information submitted for the past three years, it appears that Bullitt East High School has met the standard for Test 3 for the provision of athletic opportunities. Archery and Bowling has been added to their sport offerings.

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

Comments:

The most recent Student Interest Survey was conducted April 17, 2014 with a return rate slightly below the acceptable rate (78.4%). The Athletic Director explained the low return rate was due to a substitute teacher administering the survey incorrectly. The Athletic Director wrote a letter to the KHSAA explaining the circumstances and was accepted by Commissioner Bilberry.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Archery and bowling have been added to the sport offerings at Bullitt East. The 2014 Student Interest Survey indicated an interest in Field Hockey and Bass Fishing. Meetings with students will be used to validate the true interest.
Equipment and Supplies	X		A written guideline for review/replacement of uniforms was viewed indicating a two-year rotation. Sport teams that opted to purchase their own uniforms are required to replace them every year to ensure uniformity. Uniforms viewed appeared to be of high quality and comparable for all sports. All other equipment viewed appeared to be equivalent and available to all.
Scheduling of Games and Practice Time	X		Written plans for practice times and scheduling of games in shared facilities appeared to be equitable for male and female athletes. (weight room, CC gymnasium, "Big" gymnasium, and soccer field). Current game schedules for all sports were available in the Title IX file.
Travel and Per Diem Allowances	X		A written Travel and per diem policy viewed appeared to provide parameters for housing and meals that provided for parity and administrative oversight. Information in regards to mode of transportation for trips was not included. See KHSAA recommendations. Interviews with coaches and the athletic director indicated the use of school buses and vans and private transportation for overnight trips.
Coaching			There was written evidence of a school board

	X	<p>approved pay schedule that showed equivalence and parity in salary and number of coaching positions for like sports. The current ratio of athlete to coach is 13:1 for males and 12:1 for females.</p> <p>A review of the number of on-campus and off-campus coaches showed equitable access for male and female athletes.</p> <p>Coaches are required to self evaluate and meet with the athletic director at the end of the school year.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>Written schedules viewed for shared facilities (Big gymnasium, CC gymnasium, soccer field) appear to be equitable for all. The Athletic Director maintains the schedule and practice times are assigned by preferences and availability of coaches.</p> <p>Athletic venues located on campus: Football field, soccer field, baseball field, softball field, tennis courts</p> <p>All are well maintained and with like amenities.</p> <p>The track located at the football stadium is in poor condition but plans are being adopted at all Bullitt County high schools to resurface the tracks with a rubberized surface.</p> <p>Bullitt East has two gymnasiums shared by girls and boys basketball, wrestling, volleyball and archery. Scheduling appears to be equitable for all teams.</p> <p>Off campus athletic venues: Golf-Heritage Hill Country Club Bowling-Fern Bowl Swimming-University of Louisville</p> <p>Written assignments for locker rooms and storage were present in the Title IX file but did not include all teams.</p> <p>See KHSAA recommendations.</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>Bullitt East has contracted an athletic trainer through Jewish Hospital Sports and the Booster Club and school athletic account fund the stipend. The trainer is on campus eight hours daily. The training room is located in the big gymnasium and easily accessible for all athletes.</p> <p>See KHSAA recommendations.</p> <p>A schedule for the weight room was posted and in the Title IX file. Not all teams were listed on the schedule. It is recommended the athletic director assign all teams a time slot for workouts and notify coaches of the revised schedule. Upon viewing the weight room, it appears to be male dominated and not female friendly. Bullitt East has recently added two strength coaches to their staff. Interviews with the coaches indicated use of the weight room by female athletes has increased due to the addition of the coaches.</p> <p>Physicals are offered to athletes one time a year for a ten- dollar fee.</p> <p>Emergency plans were viewed and posted at all sports venues.</p>
<p>Publicity</p>	<p>X</p>	<p>Bullitt East has two cheerleading squads-1 all female and 1 coed. The cheerleading squads, band and dance team are scheduled by the athletic director to ensure equity for all teams.</p> <p>A written awards policy that provided guidelines for recognition, banquets and banners was in the Title IX file.</p> <p>See KHSAA recommendations</p> <p>Seasonal media guides and team pictures posters were excellent and available for all teams.</p>

Support Services	X		<p>Bullitt East has one Booster Club whose main fundraiser is Bingo. All athletic teams are offered time slots to work and monies raised are disbursed based on percentage of workers from each team. Financial records are available for viewing by the school administration at monthly meetings to ensure equity and parity in spending. <u>It is recommended the school obtain a written agreement with the Booster Club to outline acceptable procedures for fundraising and expenditures.</u></p> <p>The importance of correctly reporting the Booster Club's monies on the Annual report (Form T 35) was discussed and explained to the Athletic Director and school administration.</p> <p>Overall spending for a two-year period falls within acceptable parameters both in percentage and per athlete basis.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes			

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

Multi-purpose facility/second gym-completed July 2014- allows for additional practice space for archery and wrestling

Indoor batting cages for softball and baseball- in process of developing plans for building

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although the following items are not deficiencies they need to be completed:

Please submit to the KHSAA, no later than **March 30, 2015**, a written travel policy that includes information on the mode of transportation on athletic trips.

Please submit to the KHSAA, no later than **March 30, 2015**, written revised assignments for locker rooms and storage that include all teams. It is the responsibility of the athletic director to notify coaches and athletes of their assignment to locker room and storage.

Please post on the training room door the contact information and schedule for the Athletic trainer.

Please submit to the KHSAA, no later than **March 30, 2015**, a written awards policy that includes the criteria and procedure for the retired jerseys displayed in the big gymnasium.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were observed.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

10. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Troy Barr

District Level Title IX Coordinator: Susan Bibelhauser

Name	Title	Telephone
Troy Barr	Athletic Director	502-533-5283
Steven Gentry	Girls Soccer Coach	502-409-5774
Lenny Railey	Cross Country Coach	502-544-5474
Susan Bibelhauser	Title IX Coordinator	502-869-8000
William Foster	Principal	502-869-6400
Ashleigh Bowman	Athletic secretary	502-550-5587
Tyler Bacon	Student	502-869-6400
BrookeAnn Armstrong	Student	502-869-6400
Bob Blackburn	Boys Basketball Coach	520-819-6320
Chris Stallings	Girls Basketball Coach	502-418-6979
Barbara Kok	KHSAA	
Sharon Tippett	KHSAA	

11. Comments

The Athletic Director was well prepared for the visit and the Title IX file was complete with all necessary materials and policies.

Athletes and coaches expressed great pride and satisfaction in the support from the community and school administration for their programs.

Bullitt East is to be commended for their continuing efforts in improving their facilities and adding new sports opportunities.