



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

(For schools re-visited during the 2010-2011 school year)

School: Butler County
 Prepared By: Gary W. Lawson
 November 6, 2010
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

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|---|---|--------------------------------|
| Verification of Forms (Form GE-50) | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | (Submitted without signatures) |
| Participation Opportunities Summary Chart (Form T-70) | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | |
| Benefits Summary Charts (Forms T-71 & T-72) | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | |
| Benefits Publicity (Form T-73) | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |
| Corrective Action Plan Summary Charts (Form T-74) | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | |

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 annual reports (T-70 form of Re-Visit Report not submitted), the school has met the standard established in Test 1 for provision of athletic opportunities during only one of the past three school years (2007-08) and is not currently meeting that standard.

- 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 data and calculations submitted on annual reports (T-70 form of Re-Visit Report was not submitted), the school has not met the standard established in Test 2 for the provision of athletic opportunities during any of the past three school years. No new athletic teams have 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: According to data and responses received on annual reports (T-70 form of the Re-Visit Report was not submitted), the school has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The answers on the T-3 form seem to be supported by the responses on the most recent student athletic interest survey.

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

Comments: According to documentation received by the school, a 94% return rate was received on the most recent student athletic interest survey.

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 SCHOOL'S FAILURE TO RETURN THE REQUIRED INFORMATION ON THE T-70 FORM OF THE RE-VISIT PACKET MADE THE EVALUATION OF THIS AREA VERY DIFFICULT. THE ANNUAL REPORTS SUBMITTED TO KHSAA FOR THE PAST THREE YEARS WERE USED TO ASSESS THIS CATEGORY. According to data, calculations, and responses submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The information on the school's annual reports indicate that the school is offering all sanctioned sports for girls at the varsity level except swimming and girls soccer. (All girls interested in soccer are participating on the boys team.) Fourteen total team opportunities are available for both male and female athletes. A KHSAA representative reviewed the school's Title IX file. It was found to contain the original Title IX audit report from February 20, 2002, all of the annual reports to KHSAA for the past five years, a board approved salary schedule for coaches, sample game schedules for all school sponsored sports, a school generated athletic handbook, written booster club agreements, written guidelines regarding recognition of athletic accomplishments which included posting of banners, athletic banquets, and trophy allotments, agendas for Gender Equity Review Committee meetings for the past three years (some of which included written minutes), a written uniform review, rotation, and/or replacement plan, and some very general guidelines relating to provision of travel and per diem. The Gender Equity Review Committee was requested to <u>expand the travel guidelines to be more specific and assign responsibility for oversight in relation to provision of per diem.</u> School officials were encouraged to continue to build and maintain a comprehensive and user friendly Title IX file. (See Locker Rooms, Practice and Competitive Facilities and Medical and Training Facilities and Services and KHSAA Recommended</p>

Accommodation of Interests and Abilities can't			Action.)
Equipment and Supplies		X	THE SCHOOL'S FAILURE TO SUBMIT EXPENDITURE INFORMATION FOR THIS CATEGORY ON THE RE-VISIT FORM MADE A FULL EVALUATION IMPOSSIBLE. THE ANNUAL REPORTS SUBMITTED TO KHSAA WERE USED TO ASSESS THIS AREA. (See KHSAA Recommended Action.) This area was rated as satisfactory in the February 20, 2002 audit report, but it was suggested that the school adopt a uniform review, rotation, and/or replacement plan. The recent visit showed that the school had a uniform replacement plan in place based on a four-year rotation. The uniforms seen during the visit appeared to be of good quality, but interviews with school administrators and coaches revealed the fact that not all the teams' complete collections of uniforms were made available to the KHSAA representative. (See KHSAA Recommended Action.) According to the 2009-10 annual report to KHSAA, the school was spending approximately \$61 per female athlete compared to \$121 per male athlete for equipment and supplies. This difference is slightly outside of acceptable parameters for equity in this category. Since the school did not make available updated equipment and supply expenditures on the re-visit form and not all the uniforms were provided for review, this area is currently deemed as deficient. (See KHSAA Recommended Action.)
Scheduling of Games and Practice Time	X		The February 20, 2002 audit report rated this area as satisfactory while stating that it appeared the school was moving toward scheduling more prime time playing opportunities for girls basketball. According to the school's 2009-10 post season results posted on the KHSAA web site, the girls basketball team played 42% (5/12) of their home games on prime dates, and a review of posted game times indicated that the minimum standard for prime time play was also being met. According to the school's re-visit form, the number of competitive events scheduled for

<p>Scheduling of Games and Practice Time</p> <p>continued</p>			<p>"like" sports appears to show parity over the past two years. The recent visit indicated that the assignment of shared practice facilities was equitable. The school did not have written usage schedules for all shared practice facilities in the Title IX file. <u>The Gender Equity Review Committee was made aware of this omission. It was requested that the committee work with school officials to update the file in this category.</u></p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>		<p>THE FAILURE OF THE SCHOOL TO PROVIDE EXPENDITURE INFORMATION ON THE T-71 AND T-72 FORMS MADE TOTAL EVALUATION OF THIS CATEGORY IMPOSSIBLE. ANNUAL REPORTS TO KHSAA WERE USED FOR THIS ASSESSMENT. (See KHSAA Recommended Action.) According to the school's 2009-10 annual report, it was spending approximately \$79 per female athlete compared to \$67 per male athlete for travel and per diem. The school's Title IX file did have some very general written guidelines relating to provision of travel. <u>The Gender Equity Review Committee was requested to review these guidelines and expand them to be more specific in regard to the provision of per diem and the oversight of this area in relation to the provision of equivalence.</u></p>
<p>Coaching</p>	<p>X</p>		<p>According to the re-visit report and the 2009-10 annual report, the total amount of money spent for coaches salaries for "like" sports is comparable. A review of the district's extra service pay schedule for coaches showed parity. The information on the 2009-10 annual report shows that the number of coaches for "like" sports shows parity. According to the re-visit form 25% (2/8) of the girls head coaches are on-campus employees compared to 38% (3/8) of the boys head coaches.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>The February 20, 2002 audit report rated this area as satisfactory but stated that <u>immediate</u> attention needed to be given to the provision of locker room space and equipment storage space in the gym. The recent visit showed that the school is providing assigned locker space for all athletes at the school <u>except the baseball players</u>. Unfortunately, this is not documented in the Title IX file. (See KHSAA Recommended Action.) Storage space is also assigned for all teams in what seems to be an equitable manner, but this lacks documentation in the Title IX file as well. (See KHSAA Recommended Action.) The competitive facilities showed much improvement over those seen during the original visit. The new baseball/softball complex is state of the art, and both fields were constructed with equity as a priority.</p>
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Medical and Training Facilities and Services		X	<p>The February 20, 2002 audit report rendered this area as satisfactory but stated that an equitable usage schedule for the weight training room needed to be developed and posted at the facility. The recent visit revealed that a new weight training facility is in the process of being constructed. The facility being used at this time did have a usage schedule, but interviews with student athletes and coaches indicated that it was not being implemented. The facility did not have equipment appropriate for use by female athletes. (See KHSAA Recommended Action.) According to administrators, the school does have a certified trainer on staff. Interviews with coaches and student athletes suggested that some athletes and coaches had no knowledge of the trainer's availability. Student athletes are responsible for obtaining their own athletic physical examinations.</p>
Publicity	X		<p>THE FAILURE OF THE SCHOOL TO SUBMIT EXPENDITURES FOR THIS CATEGORY ON THE RE-VISIT REPORT MADE EVALUATION IN THIS AREA DIFFICULT. (See KHSAA Recommended Action.) According to the T-73 form in the re-visit packet, the school currently has one cheerleading squad which cheers at all home and away varsity football games, all home girls and boys basketball games, and at away boy/girl doubleheader games versus district opponents. The school's pep band plays at an equal number of boys and girls home basketball games. The games are selected by the band director with the approval of the athletic director. According to the school's annual reports, the amount of money spent for awards and publications for "like" sports is comparable for both genders.</p>
Support Services	X		<p>The February 20, 2002 audit report deemed this area to be satisfactory. An evaluation of the school's total athletic spending over the past two years shows that in 2008-09, the school was outside of acceptable parameters on both a percentage and per athlete basis—approximately \$478 per male athlete and \$324</p>

Support Services continued			per female athlete. In 2009-10, the data showed that spending was well within acceptable parameters on both a percentage and per athlete basis—approximately \$351 per male athlete and \$362 per female athlete. The school currently has booster clubs for all school sponsored sports. These clubs sign agreements with the school and they all have off campus bank accounts. According to school officials, there is no administrative oversight of booster expenditures for the provision of equity of benefits. (See KHSAA Recommended Action.)
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

THE SCHOOL FAILED TO SUBMIT THE T-74 FORM, THEREFORE, THIS SUMMARY IS BASED ON ANNUAL REPORTS TO KHSAA. THIS DEFICIENCY WILL BE REPORTED TO THE COMMISSIONER AND THE KENTUCKY BOARD OF EDUCATION AS A VIOLATION OF BYLAW 17.

The school's most recent Corrective Action plans call for the following:

- upgrading the lighting system at the girls softball field;
- constructing a new girls softball field on the school campus;

- constructing a new athletic field house to provide locker room space for volleyball.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The major deficiency observed during the recent visit was the school's inability to show provision of equitable benefits in the area of Equipment and Supplies and Medical and Training Facilities and Services. (See KHSAA Recommended Action in relation to new deficiencies.) It was also apparent that athletic officials could have addressed challenges faced by the school in the weeks prior to the visit, and even during the visit, if they had received training in the area of Title IX compliance. Therefore, on or before February 4, 2011, the school Title IX coordinator is to submit to KHSAA a copy of a certificate of attendance from a KHSAA sponsored Title IX workshop.

7. KHSAA Recommended Action in relation to new deficiencies

EQUIPMENT AND SUPPLIES

On or before February 1, 2011, the school is to submit to KHSAA completed T-71 and T-72 forms with column 5 completed with data for the school year requested.

On or before February 1, 2011, the school is to submit to KHSAA pictures of all baseball and softball uniforms purchased according to the uniform rotation plan for the current school year. Copies of the invoices for these purchases are to be included with these pictures.

MEDICAL AND TRAINING FACILITIES AND SERVICES

On or before February 1, 2011, the school is to submit to KHSAA invoices for weight training equipment purchased for the new weight training room at the school. School officials are to designate on these invoices or on separate documentation, those items that are suitable for use by female athletes.

On or before February 1, 2011, the school is to submit to KHSAA a copy of the usage schedule for the new weight training facility which shows an equivalence of access. This schedule is to be signed by all the head coaches, all members of the Gender Equity Review Committee, the school Title IX coordinator, and the high school principal.

Although not currently rendered as deficient, the following areas of concern need to be addressed in order to maintain a non-deficient status in each category.

TRAVEL AND PER DIEM—On or before February 1, 2011, the school is to submit to KHSAA completed T-71 and T-72 forms which include total expenditures for provision of travel and per diem for the school year requested in column 8.

(Areas of Concern--Continued)

LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES

On or before February 1, 2011, the school is to submit to KHSAA a written listing of the locker room space assigned to each team at the school. This document is also to become part of the school's Title IX file.

On or before February 1, 2011, the school is to submit to KHSAA a written listing of the athletic storage space assigned to each team at the school. This document is to become part of the school's Title IX file.

SUPPORT SERVICES

On or before February 1, 2011, the school is to submit to KHSAA a written plan for the oversight of booster club spending in an attempt to provide equitable benefits. This plan should include, but not be limited to, the steps for approval of booster club purchases and the specific person(s) responsible for monitoring these expenditures.

PUBLICITY

On or before February 1, 2011, the school is to submit to KHSAA completed T-71 and T-72 forms which include total expenditures for promotions/recognition, publicity, awards, banquets, etc. for the school year requested in column 7.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

By February 1, 2011 Butler County High school shall re-submit forms T-70, T-71, T-72, T-73, and T-74 and be re-evaluated. Failure to do this will result in the ineligibility of Butler County High School to participate in KHSAA events (including District, Region, and State) beginning on February 19, 2011.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mark Allen, 1147 S. Main St., Morgantown, KY 42261
(270) 526-6161

District Level Title IX Coordinator: Patrick O'Driscoll, 1147 S. Main St., Morgantown, KY 42261
(270) 526-2204

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Patrick O'Driscoll	District Title IX Coordinator	(270) 526-2204
Duane Curry	Girls Golf Coach	(270) 526-2204
Mark Allen	School Title IX Coordinator	(270) 526-2204
Dennis Robbins	Boys Golf Coach	(270) 526-2204
Diane Dyer	Girls Volleyball/Asst Softball	(270) 526-5946
Jack Clark	Parent	(270) 526-2491
John Embry	Head Softball Coach	(270) 526-5647
Teresa Woodcock	Boys Basketball Booster	(270) 999-2668
Michael Gruber	Assistant Principal	(270) 999-4500
Clint Dockery	Tennis Coach	(270) 999-1582

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:20 pm CDT.

To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
Subject: Copy: Butler County High School- Title IX Re-Visit Final Audit Report
From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
Date: Fri, 17 Dec 2010 15:12:02 -0500 (EST)

Attachment: Butler County Re-Visit 2010.doc

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Butler County High School that was conducted on December 3, 2010 by auditor Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

Darren Bilberry
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