



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

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

School: Campbell County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: October 23, 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 rosters and data submitted, the school has not met the standard established in Test 1 for the provision of athletic opportunities during any of the past three school years. The T-1 form in the 2013-14 annual Title IX report shows that females were 37% of the athletic participants and they made up 50% of the school's enrollment.

- 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: The rosters and information submitted in the annual Title IX reports indicate that 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 T-2 form in the 2013-14 annual report shows that the school has increased their female athletic participation by 1.8% by adding one varsity team in 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 the responses and information submitted on the T-3 forms in the annual Title IX reports, the school appears to have met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The information found in the most recent student athletic interest survey appears to support the responses on the T-3 form.

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

Comments: The information provided on the T-63 form in the 2013-14 annual Title IX report shows that a 90% completion 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 January 31, 2001 Title IX school visit report rendered this area <i>Satisfactory</i>, but did not specify which athletic opportunities test(s) was being met at that time. The November 28, 2006 school visit report rated this area <i>Satisfactory</i> stating that it appeared the standards established in both Tests 1 and 3 were being met at that time. A review of the annual Title IX reports for the past three years indicate that the standard established in Test 3 is being met. The reports show that the school has taken steps to accommodate the indicated student athletic interests. (See detailed explanation for all three opportunities tests on page 2 of this report.) During the most recent visit, a thorough review of the Title IX file was conducted. The file was found to contain all the school's annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school sponsored sports, team rosters along with team pictures of all school sponsored sports (distributed at all home games free of charge), a school-generated handbook for coaches, a written booster club agreement, written facilities usage schedules for the gyms, practice soccer field, stadium, indoor batting cage, and the weight training room (see <i>Scheduling of Games and Practice Times, Medical and Training Facilities and Services, and KHSAA Recommended Action</i>), written guidelines regarding awards and recognition of athletic accomplishments, written designation of locker room and athletic equipment storage space assigned each team, written minutes for all Gender Equity Review Committee meetings held during the past three years, a written uniform review, rotation, and/or replacement plan, written guidelines relating to the provision of travel and per diem (see <i>Travel and Per Diem Allowances</i>), and a copy of the school's athletic Facility Emergency Medical Plan (KRS. 160.445). School officials were highly commended for the development and</p>

Accommodation of Interests and Abilities continued			maintenance of a comprehensive and well organized Title IX file. IT SHOULD BE NOTED THAT THE SCHOOL'S FILE DID NOT CONTAIN EITHER OF THE PREVIOUS TITLE IX SCHOOL VISIT REPORT. COPIES OF THESE REPORTS WERE GIVEN TO SCHOOL OFFICIALS BY THE KHSAA REPRESENTATIVE WHO CONDUCTED THE SCHOOL VISIT.
Equipment and Supplies	X		Both the previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The 2006 report did state that the school had an equitable uniform review, rotation, and/or replacement plan, and that there was a spending disparity within this area. The most recent visit showed that the school has a uniform rotation plan based on a three to five year cycle of review for all sports except girls and boys bowling, girls and boys tennis, girls and boys golf, and girls and boys swimming whose uniforms are replaced each year. All "like" sports are on identical rotation cycles. The uniforms and equipment reviewed during this visit were of medium to high quality and appeared to be supplied equitably in regards to quantity. According to the information submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$198 per female athlete and \$198 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the 2001 and the 2006 school visit reports rated this benefit category <i>Satisfactory</i> . Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports showed parity. Usage schedules for the shared practice facilities (gyms, indoor hitting facility, stadium, and soccer practice field) indicated these venues were assigned equitably. No schedule was provided for the outdoor hitting facility located adjacent to the softball and baseball fields. (See <i>KHSAA Recommended Action</i> .) 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		The earlier two school visit reports assessed this benefit category to be <i>Satisfactory</i> . The 2006 report did request that the school expand its travel regulations to include allowances for lodging. The most recent visit showed the Title IX file contained a comprehensive set of written regulations for provision of parity within this benefit area. The guidelines address the mode of transportation, meals, and overnight accommodations for student athletes. <u>Upon receipt of this report, it is requested that these guidelines be expanded to address the use of the recently purchased SUV/van for transporting student athletes.</u> The data submitted to KHSAA in the 2012-13 and 2013-14 annual Title IX reports indicate that the school was spending approximately \$57 per female athlete and \$45 per male athlete for travel and per diem.
Coaching			Both the 2001 and 2006 Title IX school visit reports judged this benefit category <i>Satisfactory</i> . The school's athletic director is responsible for evaluating all head coaches. A written instrument is currently used in this process. The information provided on the T-35 form in the 2013-14 annual Title IX report indicates that the total amounts spent for coaching salaries for teams of "like" sports was comparable. A review of the district's extra service pay schedule showed parity. The evaluation of coaching accessibility showed a disparity that strongly favored male athletes. The 2013-14 annual report showed that there was a total of 54 coaches for male teams and 27 coaches for girls teams. The coaching ratio is nine players per coach for male athletes and 12 players per coach for female athletes. When "like" sports were compared, the baseball team has ten coaches, and the fast pitch softball team has four coaches. The boys basketball has five coaches and the girls basketball team has three coaches. By all commonly used methods of comparison, accessibility favors male athletes. (See <i>KHSAA Recommended Action.</i>) According to

			information provided during the visit, 60% of head coaches of girls teams and 64% of head coaches of boys teams are employed on the school campus.
Locker Rooms, Practice and Competitive Facilities	X		The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> , but did state there was an "area of concern" related to there being no lights at the softball field. The 2006 report again deemed this category <i>Satisfactory</i> and documented that lights had been installed at the softball field. The most recent tour of facilities revealed that all locker rooms, practice and competitive facilities were very well maintained. The Title IX file contained written assignments for all locker rooms and equipment storage areas and coaching offices, and these were verified during the tour. It is to be noted that a large press box has been constructed at the softball field as was suggested in the 2006 school visit report. One very large room that is partitioned off in lockable areas is used for equipment storage for all sports. This team storage facility appears to offer adequate space and is very user-friendly. All the competitive venues at the school are in very good condition, and equitable amenities appear to be provided for all sports. Locker room space is in short supply at the school compared to the number of teams sponsored. There is a definite need for the construction of locker rooms for the outdoor sports in the vicinity of their competitive facilities. The existing locker room space appears to be assigned with equivalence being a major priority. There are four shared coaching offices which are also assigned equitably.

Medical and Training Facilities and Services	X		<p>The 2001 Title IX school visit report rendered this benefit category <i>Satisfactory</i> but did note that it appeared there was not enough weight training equipment available which was appropriate for female athletes. The 2006 report considered this benefit category <i>Satisfactory</i> and stated the school had <u>three</u> well equipped weight rooms that appeared to be scheduled equitably. The school currently has one centralized weight training room, and one small auxiliary weight room inside the high school. A usage schedule for the large weight room was found in the file and posted at the facility. Interviews with student athletes and school administrators indicated that this schedule was developed according to the request of coaches and not on providing equitable access to all athletes. It was explained to school officials that it is the responsibility of the institution to provide evidence of equitable access for student athletes. (See <i>KHSAA Recommended Action</i>.) Although the main weight room had equipment that was suitable for use by female athletes, it was suggested that the school look into the feasibility of moving <u>two</u> of the universal machines from the auxiliary weight room into the larger facility. An athletic trainer is available to all student athletes each day on an equitable basis through a contract with Nova Care. On a designated day each spring, athletic physical examinations are offered at the high school at a cost of \$20.</p>
Publicity	X		<p>Both the previous Title IX school visit reports concluded this benefit category was <i>Satisfactory</i>. The school currently sponsors one cheerleading squad that cheers at all home, away, and post-season games for the football team. They also cheer at all home and all post-season games for both the boys and girls basketball teams. The full school band performs at all home football games while the pep band plays at five home games for boys basketball and five home games for girls basketball. The dance team performs at an equal number of boys and girls home basketball games each year as monitored by</p>

Publicity continued			<p>the school's athletic director. The Title IX file contained a very comprehensive set of guidelines for the provision of parity within this benefit category. These guidelines address the posting of banners for athletic recognition, awards, post-season banquets, and the criteria for admission into the school's athletic hall of fame. According to information submitted in the 2012-13 and 2013-14 annual Title IX reports, the school spent approximately \$9 per female athlete and \$26 per male athletes for awards. This spending favored male athletes during these particular years primarily because of the purchase of state championship rings for the wrestling team in 2012-13.</p>
Support Services	X		<p>The 2001 Title IX school visit report deemed this benefit category <i>Deficient</i> citing there was little or no administrative oversight of booster club spending for the provision of equity. The 2006 report rated this category <i>Satisfactory</i> stating that there was only one athletic booster club at the time which supported all school sponsored teams. All booster club funds were kept in internal school accounts, and an approved school purchase order had to be used for any athletic purchase. At the time of the second visit, a participation fee was being charged for all student athletes. The most recent visit revealed the school still has only one booster club, and a written agreement is signed with the school each year. The school still charges an athletic participation fee. The fee is \$65 per year for one sport and \$25 for any additional sport in which the student participates. An analysis of athletic expenditures over the past two years indicated that spending was within generally accepted parameters for the provision of parity for a football playing school on both a percentage and per athlete basis in 2012-13. Spending in 2013-14 actually favored female athletes (approximately \$8227 per female athlete and \$5211 per male athlete) during a year in which the school reported large expenditures for facilities.</p>

Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

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

- addition of a softball field press box;
- construction of an auxiliary gym;
- construction of an on-campus sports complex to accommodate girls and boys soccer, girls and boys track, and football.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the October 23, 2014 school visit. This school appears to have shown consistent progress in relation to provision of opportunities and benefits since 2001. The athletic director, district Title IX coordinator, and athletic secretary were commended for their preparation for this school visit. There are some challenges in the benefit categories of *Scheduling of Games and Practice Times*, *Medical and Training Facilities and Services*, and *Coaching* which should be addressed in an attempt to insure the continued provision of equitable benefits. (See Section 7 if this report.)

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were assigned in this report, the following "areas of concern" should be addressed in an attempt to insure that future deficiencies do not develop.

(Scheduling of Games and Practice Times) On or before **January 23, 2015**, the school is to submit to KHSAA a sample usage schedule for the outdoor hitting facility that is shared by the softball and baseball teams. This document is also to become a part of the school's Title IX file and should be updated to keep it current.

(Medical and Training Facilities and Services) On or before **January 23, 2015**, the school is to submit to KHSAA a usage schedule for the weight training facility that is developed by the athletic director and shows equitable access for all "in season" sports and for all teams not "in season" who desire to use the facility. This schedule is to be posted at the facility and become part of the school's Title IX file and be kept current at both places.

(Coaching) On or before **January 23, 2015**, the school is to submit to KHSAA a written description of the steps being taken to bring about parity in relation to accessibility to coaching. This plan should include steps to be taken to bring the coach-athlete ratio into closer proximity for male and female athletes and also show equity in relation to numbers of coaches for teams of "like" sports. Documentation of the progress of this project should be part of the school's Title IX Improvement Plan (T-60 form) submitted in the April 30, 2015 annual Title IX report.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were assessed as a result of the November 28, 2006 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Steve Hensley, 909 Camel Crossing, Alexandria, KY 41001
(859) 448-4896

District Level Title IX Coordinator: Kerry Hill, 5343 Midnight Run, Independence, KY 41051
(859) 991-0502

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Michael Dumaine	Student Athlete	(859) 635-4161
Alicia Russell	Student Athlete	(859) 635-4161
Toni McKee	Track/Cross Country	(859) 635-4161
Wayne Heringer	Boys Golf/ Boys&Girls Bowling	(859) 635-4161
Steve Hensley	Athletic Director	(859) 448-4896
Kerry Hill	Assistant Superintendent	(859) 635-2173
Rene'e Boots	Principal	(859) 635-4161
Dan Franzen	Assistant Principal	(859) 635-4161
Rich Mason	School Board Member	(859) 635-4161
Mary Ellen Allender	Athletic Secretary	(859) 448-4896

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:25 pm EDT.