



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

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

School: Caverna  
Date of Re-visit: September 28, 2010  
Prepared By: Gary W. Lawson  
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 and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during only one of the past three school years 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 by the school, it has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school 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 submitted by the school, it has met the standard established in Test 3 for the provision of athletic opportunities during each of the past three school years and is currently meeting that standard. (See Accommodation of Interests and Abilities.)

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 submitted by the school, it received an 82% return rate on its 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>According to data 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 school currently offers all KHSAA sanctioned sports for girls at the varsity level except soccer and swimming. A total of 11 team sports are offered for both boys and girls. The last two student athletic interest surveys have shown a marginal interest in girls soccer (30 in 2008-09, and 15 in 2009-10). School officials were alerted to the fact that, although the indicated interest has decreased, it should be validated for authenticity in order to meet the standard of Test 3 in the future. KHSAA officials reviewed the school's Title IX file. It was found to contain the school's original audit report from February 14, 2002, all the annual reports to KHSAA for the past five years, a current board approved salary schedule for coaches, sample game schedules for all sponsored sports at the school, a seasonal sports calendar for boys and girls basketball, written facility usage schedules for all shared facilities (see Medical and Training Facilities and Services), written guidelines regarding awards and recognition of athletic accomplishments (see Publicity), written designation of locker room space and athletic storage space assigned each team, written Gender Equity Review Committee meeting minutes for the past three years, a written uniform review and/or replacement plan based on a four-year rotation, and written guidelines relating to equitable provision of travel and per diem (see Travel and Per Diem). School officials were commended for the development of a comprehensive and user friendly Title IX file.</p>

Equipment and Supplies	X		<p>DATA ON THE RE-VISIT REPORT WAS INVALID IN THIS CATEGORY, THEREFORE, ANNUAL REPORTS WERE USED FOR EVALUATION IN THIS AREA. According to the February 14, 2002 report, the school was satisfactory in this area, and a uniform review and/or replacement plan based on a four-year rotation was being implemented. Data on the school's 2009-10 annual report indicates that the school was spending approximately \$91 per female athlete compared to approximately \$103 per male athlete for provision of equipment and supplies. All the uniforms reviewed during the visit were found to be comparable in quality and quantity. The school still implements a four-year rotation plan for the replacement of uniforms.</p>
Scheduling of Games and Practice Time	X		<p>The February 14, 2002 audit report indicated the school was satisfactory in this area and was meeting the minimum standard for provision of prime time playing opportunities for girls basketball. According to the school's 2009-10 girls basketball results posted on the KHSAA web site, 45% (5/11) of the girls home games were played on prime dates, and a review of posted game times indicated that prime time requirements were also being met. The school's re-visit report showed that the scheduling of competitive events for "like" sports were comparable over a two-year period. The visit showed that all shared practice facilities were assigned equitably.</p>
Travel and Per Diem Allowances	X		<p>DATA SUBMITTED ON THE RE-VISIT FORM WAS INCORRECT IN THIS CATEGORY REQUIRING THAT ANNUAL REPORTS BE THE BASIS OF THIS EVALUATION.</p> <p>According to the 2009-10 annual report, the school was spending approximately \$170 per female athlete compared to approximately \$69 per male athlete for the provision of travel and per diem. The school's Title IX file contained a set of written guidelines for the equitable provision of travel and per diem. <u>The section of guidelines relating to provision of meals and motel rooms for overnight trips needs to be more specific in relation to what is provided for student athletes.</u></p>

Coaching	X		<p>The February 14, 2002 audit report rated this category as satisfactory and stated that salaries were comparable for coaches of female teams. According to the 2009-10 annual report, the number of coaches provided for "like" teams shows equivalence. According to the re-visit report 71% (5/7) of the girls head coaches are on-campus employees compared to 57% (4/7) of the boys head coaches. The 2009-10 annual report documents that the total amount expended for coaches' salaries for "like" sports showed parity. A review of the school district's extra service pay schedule for coaches appeared equitable.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>At the time of the February 14, 2002 school visit, dugouts and a storage/concession stand were being constructed at the softball field. The most recent visit showed that this project has been completed, and the amenities provided at the softball field are improved. An inspection of the baseball field indicated that the boys maintain a slight advantage. The baseball field still has a superior press box and dugouts. The school's next facilities improvement project <u>should continue to have the softball facility as a priority.</u> The four outdoor tennis courts are very well appointed and have been significantly improved since the first visit. Although there is an overall shortage of athletic storage space, the space that is available seems to be assigned equitably. There is also a shortage of locker room space at the school. It does appear that each team has been assigned a place to dress. <u>It is requested that the Gender Equity Review Committee review the dressing room assignments for girls teams in an attempt to ascertain if the existing space could be used more equitably.</u></p>

Medical and Training Facilities and Services	X		<p>The school currently provides a small weight training room with a limited amount of equipment. The school has a written usage schedule for the facility that was a part of the Title IX file and was also posted at the facility. This schedule did not show specific designated times for use of the room by female athletes and should be expanded to do so. (See KHSAA Recommended Action.) The weight room's current location is equally accessible to both male and female athletes. There is equipment provided at the facility that is appropriate for use by females. When the equipment inventory is updated, it is suggested that more small hand weights (5 pounds and below) be added. No athletic training services are currently available at the school.</p>
Publicity	X		<p>According to the re-visit form, the school spends approximately \$14 per female athlete compared to approximately \$19 per male athlete for promotions, publicity, and awards. According to the re-visit report, the school has one cheerleading squad that cheers at all home and away football games, all home and away girls and boys basketball games, and at all post season tournaments for football and boys and girls basketball. The school band plays at selected home boy/girl double-header basketball games.</p>
Support Services	X		<p>The February 14, 2002 audit report indicated that expenditures for male and female sports were comparable and, at that time, there was only one athletic booster club for all sports. The school currently has no active athletic booster clubs. School or district funds are used for all athletic purchases, and purchase orders are required. According to the school's 2008-09 and 2009-10 annual reports, total athletic spending was well within acceptable parameters both on a percentage and per athletic basis.</p>
Athletic	NA		

Scholarships			
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's most recent corrective action plan calls for the following:

- developing a uniform rotation plan;
- improving the monitoring of athletic expenditures to insure equitable distribution of funds;
- upgrading outdoor athletic facilities; and
- upgrading of athletic equipment.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were observed during the recent school visit. It is recommended that the following areas be addressed so the school can move closer to "equivalence" in all areas.

- In the area of Travel and Per Diem, the current guidelines should be expanded to include the provision of meals and motel rooms during overnight trips.
- In the area of Publicity, the current guidelines should be expanded to include specific standards which need to be met in order to have a banner hung in the gym.
- In the area of Locker Rooms, Practice and Competitive Facilities, the Gender Equity Review Committee should review the current assignment of locker rooms for provision of parity. (See KHSAA Recommended Action.) Continued improvements at the softball field should remain a priority until provision of amenities there are equivalent to those at the baseball field.
- In the area of Medical and Training Facilities and Services, the current weight room usage schedule should be expanded to include specific time slots when the facility is available for use by female athletes (teams).
- In the area of Accommodation of Interests and Abilities, the school should pursue the validity of indicated interests that are designated on the student athletic interest survey if Test 3 is an area in which compliance is necessary.

7. KHSAA Recommended Action in relation to new deficiencies

Although no new deficiencies were designated during the recent visit, the following areas of concern need to be addressed in order for the school to maintain its non-deficient status.

(Locker Rooms, Practice, and Competitive Facilities) On or before January 15, 2011, the school is to submit to KHSAA written minutes from a Gender Equity Review Committee meeting in which the current assignment of athletic locker rooms is reviewed. Any proposed changes in teams assigned to specific dressing rooms should be included in this document.

(Medical and Training Facilities and Services) On or before January 15, 2011, the school is to submit to KHSAA a revised usage schedule for the school's weight training room. This schedule should include specific blocks of time designated for female athletes (teams).

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the February 14, 2002 audit report.



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Nick Stephens, 2276 South Dixie St, Horse Cave, KY 42749  
(270) 773-2828

District Level Title IX Coordinator: Cornelius Faulkner, 1104 N. Dixie St., Cave City, KY 42127  
(270) 773-2530

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Nick Stephens	Athletic Director	(270) 773-2828
Brad Phipps	Principal	(270) 773-2828
Ronnie Cobb	Asst. Athletic Director	(270) 786-3206
Ricky L. Gibson	Parent	(270) 786-3221
Temisha Denison	Boys and Girls Tennis Coach	(270) 786-3015
Nikki Bennett	Student Athlete	(270) 786-4110
Blake Botton	Boys Basketball Coach	(270) 773-2828

9. Comments

No one from the community attended the public comments session. The meeting was adjourned at 6:10 EDT.

JAN 18 2011

**Caverna High School - Gender Equity Review Committee Mtg.**

November 10, 2010

3:30 pm

Attending: Nick Stephens, Ronnie Cobb, Ricky Gibson, Blake Button, Temisha Denison, Brad Phipps, Krystal Siakam, Kelly Gibson, Nikki Bennett

The committee reviewed the locker room assignments and toured the 4 locker rooms located in the gym. It is agreed that we need more locker space for our programs. As for now we need to work with what we have, till such time it would be feasible to add more locker rooms. It was decided that we use the P.E. Locker room as a second girl's dressing room and utilize it during spring sports to alleviate crowding in the Girls Basketball Locker room. The boys track would dress in the Boys Basketball Locker room. We will revise the Locker Room Assignments to reflect the decision of this committee. We will continue to look at ways to better the situation.

The weight room schedule was discussed and will be revised to show a more detail time for use by both male and female athletes. The weekly schedule will reflect the girls will lift at 3:30 pm and the boys will lift at 4:30 pm.

The winter sports are progressing as scheduled with several athlete participating.

The next meeting will be February 9, 2011 at 3:30 pm.

Temisha Denison made the motion to adjourn, seconded by Nick Stephens.

## LOCKER ROOM ASSIGNMENTS

Caverna High School has 4 locker rooms located in the gym. They will be shared by the sports program.

1. PE Locker Room
2. Basketball Boys Locker Room
3. Football Locker Room
4. Basketball Girls Locker Room

### Fall Sports Assignments:

1. Football – Football Locker Room
2. Cross Country – PE Locker (Boys)
3. Volleyball, Girls Cross Country – Basketball Girls Locker Room
4. Golf – Off Campus

### Winter Sports Assignments:

1. Boys Basketball – Basketball Boys Locker Room
2. Girls Basketball – Basketball Girls Locker Room
3. Visiting Boys Teams – Football Locker room
4. Visiting Girls Teams – PE Locker Room

### Spring Sports Assignments:

1. Baseball – Football Locker Room
2. Girls Tennis & Track – Basketball Girls Locker Room
3. Track & Tennis Boys – Boys Basketball Locker Room\*
4. Softball – PE Locker room\*

\*\*\*\* We are working with our businesses and manufacturing companies in our community. They want to assist us in upgrading our locker facilities and storage for our sports program.

\* Revised 11-10-10

## WEIGHT ROOM SCHEDULE

### Fall Sports – Football, Volleyball, Cross Country, Golf

Head coaches work schedule equally.

Girls Lifting Time – Monday thru Friday

3:30 to 4:30

Boys Lifting Time – Monday thru Friday

4:30 to 5:30

### Winter Sports – Girls & Boys Basketball

Girls Lifting Time – Monday thru Friday

3:30 to 4:30

Boys Lifting Time – Monday thru Friday

4:30 to 5:30

### Springs Sports – Baseball, Softball, Track, Tennis

Head coaches work schedule equally.

Girls Lifting Time – Monday thru Friday

3:30 to 4:30

Boys Lifting Time – Monday thru Friday

4:30 to 5:30

\*Off season sports work around the in-season sports schedule.