



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

(For schools re-visited during the 2015-2016 school year)

School: Frederick Fraize
Prepared By: Gary W. Lawson
Date of Re-Visit: January 21, 2016
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)

X	A	Substantial Proportionality
X	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 met the standard established by Test 1 for provision of athletic opportunities during each of the past three school years. The T-1 form in the 2014-15 annual Title IX report shows that females were 46 percent of the school's athletic participants, and they made up 48% 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 to KHSAA indicate that the school has met the standard established by Test 2 for provision of athletic opportunities during each of the past three school years. The most recent T-2 form shows that with the addition of varsity track and varsity and junior varsity volleyball, the school has increased the rate of participation for female athletes by 53.7%. IT SHOULD BE NOTED THAT THERE IS AN ERROR ON THE MOST RECENT T-2 FORM. THIS FORM SHOWS THAT AN ARCHERY TEAM HAS BEEN ESTABLISHED, BUT NO COMPETITIVE ARCHERY TEAM CURRENTLY EXISTS AT THE SCHOOL. THE REPORT CONTAINS NO ROSTER FOR ARCHERY.

- 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: The responses on the T-3 form indicate that the standard established by Test 3 for provision of athletic opportunities is being met. The information found in the most recent student athletic interest survey appears to support the responses on the T-3 form. The school currently offers five total teams for female competition and six total teams for male competition.

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

Comments: The T-63 form in the 2013-14 annual Title IX report shows that a 100% 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 May 15, 2001 Title IX school visit report rated this category <i>Satisfactory</i> based on the fact that it appeared the standard established by Test 1 for provision of athletic opportunities was being met. The February 8, 2010 report also deemed this area <i>Satisfactory</i> stating it appeared that the standards of both Tests 1 and 3 were being met. Annual reports submitted to KHSAA for the past three years give strong indication that <u>the school is currently meeting the standards established by all three opportunities tests</u>. The school's percentage of participation for female athletes is within two percent of their present enrollment (Test 1). By adding two varsity and one junior varsity team for females during the past five years, the school has increased the rate of female participation by 53.7% (Test 2). Evidence found in the annual reports indicate that the student athletic interests indicated on the surveys have been appropriately addressed by the school (Test 3). See detailed explanation for each of the three opportunities tests on page 2 of this report. During the most recent visit, the school's Title IX file was reviewed. This file was found to contain the two previous Title IX school visit reports, all the annual Title IX reports submitted to KHSAA for the past five years, a board-approved extra service pay schedule for coaches, a list of the current members of the Gender Equity Review Committee, game schedules for all school-sponsored varsity teams, a school-generated, gender neutral athletic handbook for students, written facility usage scheduled for the shared athletic venues (gym and fitness facility), written guidelines regarding awards and recognition of athletic accomplishments (See <i>Publicity</i> and <i>KHSAA Recommended Action</i>), written designation of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the</p>

Accommodation of Interests and Abilities continued			past three years, a uniform review, rotation, and/or replacement plan, written regulations regarding travel and per diem (see <i>Travel and Per Diem Allowances</i> and <i>KHSAA Recommended Action</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS.160.445). School officials were commended for the development and maintenance of a comprehensive Title IX file.
Equipment and Supplies	X		Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The quality and quantity of uniforms reviewed during the most recent school visit appeared comparable for both male and female participants. The Title IX file contained a written uniform review and/or replacement plan based on a four-year cycle of rotation for all school-sponsored teams. According to data submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$336 per female athlete and \$323 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the 2001 and the 2010 Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The scheduling of competitive events for "like" sports appears to show parity. Facility usage schedules showing equitable access were provided for the two athletic venues that are shared by boys and girls—the gym and fitness center. 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		Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The most recent review of the school's Title IX file revealed that there are written regulations that address the mode of transportation and the provision of meals and lodging for student athletes. The guidelines regarding lodging lack the specificity needed to insure oversight that insures the provision of parity. (See <i>KHSAA</i>

Travel and Per Diem Allowances continued			<i>Recommended Action.</i>) Spending for this athletic benefit could not be evaluated due to the school's failure to show expenditures in this category on the T-35 form in the 2014-15 annual Title IX report. (See KHSAA Recommended Action.)
Coaching	X		Both the 2001 and 2010 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . At the present time, the school's athletic director is responsible for evaluating all head coaches. A written instrument is used for documentation in this process. A review of the district's extra service pay schedule for coaches showed parity. The information on the T-35 form in the 2014-15 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports were comparable. Data in the 2014-15 annual Title IX report shows that the coaching ratio for female teams was one coach per nine participants while the ratio for male teams was one coach per ten participants. Information gathered during the most recent visit revealed that 75% (3/4) of the head coaches of girls teams and 60% (3/5) of the head coaches of boys teams were on-campus employees.
Locker Room, Practice and Competitive Facilities	X		The 2001 and 2010 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2010 report documented that the tennis courts located at the City Park were in need of upgrading. The tour of the facilities during the most recent visit showed that the school's gym had been totally renovated. Significant improvements have been in this venue including the dressing and storage areas. The gym has two well maintained locker rooms. One of these dressing rooms is shared by all school-sponsored teams. The other dressing room is used only by "visiting" teams. <u>It was suggested that school officials consider the possibility of assigning the "visitors" dressing room to school sponsored teams to dress for daily practices.</u> The track and cross country teams have practice areas at the school, but they do not host competitive events. The boys and girls tennis teams practice at the Cloverport City Courts, but they are unable to

Locker Room, Practice and Competitive Facilities continued			host matches due to the need for maintenance and repairs at this facility. As was the case in 2010, it was again strongly recommended that school representatives work with the city to provide the needed upgrades. All the athletic equipment storage space is in the gym. The limited amount of space seemed to be assigned equitably.
Medical and Training Facilities and Services	X		The two earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2010 report documented the construction of a new, very well-equipped weight fitness center. The fitness center continues to offer numerous training options that are suitable for female athletes. There was a usage schedule that showed the provision of equitable access in the school's Title IX file and posted at the facility. The school does not provide the services of an athletic trainer. Physical examinations are the responsibility of the student athletes.
Publicity	X		The 2001 and 2010 Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The school currently has one varsity cheerleading squad that is assigned to cheer at all home boys and girls basketball games. The school does not have a band, dance team, or mascot at this time. There is no media coverage for any athletic events at the school. The Title IX file contained written guidelines addressing the equitable provision of awards and athletic banquets. The regulations for awards did not document any administrative oversight for the provision of parity. (See <i>KHSAA Recommended Action</i> .) There currently are no banners for athletic recognition posted at the school, and there is no athletic Hall of Fame. Data provided in the 2013-14 and the 2014-15 annual Title IX reports show that the school was spending approximately \$15 per female athlete and \$13 per male athlete for awards.
Support Services	X		The two previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . There are currently no athletic booster clubs at

Support Services continued			the school. There is a limited amount of team fundraising, but the majority of athletic funding is provided by the school/district. The Internal Analysis Summary for the 2013-14 annual Title IX report shows that 53% of the athletic expenditures were for female athletes who made up 56% of the participants and 47% of the expenditures were for male athletes who were 44% of the participants or approximately \$407 per female athlete and \$453 per male athlete. The Internal Audit Summary in the 2014-15 annual Title IX report shows that 52% of the expenditures were for females who made up 46% of the participants and 48% were for male athletes who were 54% of the participants or approximately \$543 per female athlete and \$424 per male athlete. These total expenditures seem to show parity over a two-year period.
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:

- providing equitable scheduling of tournament opportunities for boys and girls basketball teams;
- beginning a varsity volleyball program;
- beginning a varsity golf program for boys and girls;
- providing equitable practice times for boys and girls basketball.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the January 21, 2016 Title IX school visit.

The body of this school visit report does list “areas of concern” in relation to:

- the development of equitable written guidelines addressing the provision of lodging for student athletes;
- the submittal of complete and accurate expenditures for travel and per diem provided for student athletes;
- the development of written regulations addressing the equitable provision of awards for student athletes.

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated by this report, it is requested that the following “areas of concern” be addressed in an attempt to insure that equitable benefits continue to be provided.

(Travel and Per Diem Allowances)

On or before April 11, 2016, the school is to submit to KHSAA a corrected T-35 form for the 2014-15 school year which reflects complete and accurate expenditures in the **Travel** column. (Note: This document will show expenditures for 2013-14.)

On or before April 11, 2016, the school is to submit to KHSAA a written expansion of the current guidelines for this benefit category which addresses the method of oversight which attempts to insure equitable provision of lodging for student athletes.

(Publicity) On or before April 11, 2016, the school is to submit to KHSAA an expansion of the current regulations for this benefit category which addresses equitable provision of athletic awards.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated in the February 8, 2010 Title IX school visit report.

It should be noted that Frederick Fraize High School has had three Title IX visits in 2001, 2010, and 2016 and has not been reported to be deficient in any area. The school is commended for continued progress in relation to the equitable provision of opportunities and benefits for their student athletes.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kris Seibert, 301 Poplar St., Cloverport, KY (270) 313-9166
 District Level Title IX Coordinator: Kris Seibert, 301 Poplar St., Cloverport, KY (270) 313-9166

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Savannah Ray	Student Athlete	(270) 788-3388
Michael Dubree	Student Athlete	(270) 788-3388
Keith Haynes	Principal	(270) 788-3388
Kris Seibert	Athletic Director	(270) 313-9166
Dee Powers	Bookkeeper	(270) 617-0579
Drew Hawley	Girls Basketball Coach	(270) 788-3388

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:10 pm CST.