



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

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

School: Henderson County
 Prepared By: Gary W. Lawson
 Date of Visit: October 20, 2010
 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 data and calculations submitted by the school, it has not met the standard established in Test 1 for the provision of athletic opportunities during any of the past three school years.

- 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 the provision of athletic opportunities during any of the past three school years. Expansion to meet the standard established in Test 2 would be difficult because of the wide array of sports already offered for both genders.

- 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. The answers on the T-3 form appear 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 submitted by the school, it received an 83.5% 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 the November 5, 2001 audit report, the school was meeting the standard established in Test 3 for the provision of athletic opportunities at that time. Based on data, calculations, and responses submitted by the school, it is currently meeting the standard established in Test 3 and has met it the past three school years. The school offers all sanctioned sports for girls at the varsity level and 17 total team opportunities for girls and 16 for boys. KHSAA representatives reviewed the school's Title IX file. It contained the original November 15, 2001 Title IX audit report, all the school's annual reports to KHSAA dating back to school year 1999-2000, a board-approved salary schedule for coaches, sample game schedules for all school sponsored teams, seasonal (fall, winter, and spring) sports calendars, a school generated athletic handbook, written usage schedules for all shared athletic facilities, written guidelines regarding athletic lettering, posting of athletic recognition banners and pictures, purchase of jewelry, and athletic jersey retirement. KHSAA representatives suggested that <u>school officials generate written requirements for placing individuals into the school's Athletic Hall of Fame</u>. The Title IX file also contained written designation of the locker room space and athletic storage space assigned each team, written minutes for all Gender Equity Review Committee meetings for the past three years, and a written uniform review, rotation, and/or replacement plan. (See Equipment and Supplies and KHSAA Recommended Action.) There were also written guidelines for the provision of travel and per diem. (See Travel and Per Diem and KHSAA Recommended Action.) School officials were commended for the development of a comprehensive Title IX file.</p>

Equipment and Supplies	X		<p>The November 15, 2001 school report stated that a very high quality of uniforms and adequate equipment was provided for all athletic teams on an equitable basis. The recent visit revealed that the high quality of equipment and uniforms continue to be provided on an equitable basis. The November 15, 2001 report requested that the school develop and implement a fair and reasonable uniform review, rotation, and or replacement plan. The recent visit showed a uniform replacement plan generally based on a four-year rotation had been developed. School officials were requested to review this plan and insure that equity was being provided in relation to softball and baseball and boys and girls soccer. (See KHSAA Recommended Action.) According to the re-visit form and the 2009-10 annual report, the school was spending approximately \$178 per female athlete and approximately \$183 per male athlete for the provision of equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>According to the re-visit form, the number of competitive events scheduled for "like" sports appeared to show parity. The recent visit revealed that all shared practice facilities were assigned equitably. According to the school's 2009-10 girls basketball results posted on the KHSAA web site, the school played 37.5% (3/8) of their home games on prime dates. This was below the minimum standard (40%) required by KHSAA. The school applied for and was granted a weather related wavier for girls basketball prime date play for 2009-10. School officials were encouraged to make every effort to meet the minimum requirements for prime time and prime date play during 2010-11.</p>
Travel and Per Diem Allowances	X		<p>According to the school's re-visit report and the 2009-10 annual report, it was spending approximately \$68 per female athlete and approximately \$41 per male athlete for provision of travel and per diem. The school's Title IX file contained a set of written guidelines for provision of travel and per diem. School</p>

<p>Travel and Per Diem Allowances (Continued)</p>			<p>officials were requested to expand these guidelines to include oversight of per diem expenditures for provision of equity. (See KHSAA Recommended Action.) School officials were alerted to the fact that expenditures submitted on the annual report should include all monies spent for <u>mode of transportation and provision of per diem.</u></p>
<p>Coaching</p>	<p>X</p>		<p>According to the re-visit report, the total amounts expended for coaches salaries for "like" sports shows parity. A review of the school district's extra service pay schedule for coaches showed equity. According to the 2009-10 annual report, the number of coaches provided for "like" sports seemed to show equivalence. Information submitted in the re-visit report indicates that 67% (6/9) of the girls head coaches were employed on-campus while 77% (7/9) of boys head coaches are on-campus employees.</p>
<p>Locker Rooms, Practice and Competitive Facilities</p>	<p>X</p>		<p>The November 15, 2001 audit report found one disparity in this area—the lack of a dressing room at the off-campus softball facility. The recent visit showed that a girls softball dressing room had been constructed at the softball field adjacent to the home team dugout. Both the competitive and practice facilities as well as the locker rooms are excellent. Those facilities that are shared appear to be assigned equitably. Interviews with students, coaches, and administrators showed a great deal of pride in the facilities and a desire that all amenities be equitable. Two citizens from the community attended the Public Comments session to voice concerns about the quality of the lighting at the girls softball field. <u>It is requested that the Gender Equity Review Committee and district and school administrators investigate this situation and develop a plan to bring about equity in this area if lacking.</u></p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>The school currently has two weight training room. Weight Room 1 is located in the main school building near the gym. Weight Room 2 is adjacent to the football dressing room. Weight Room 1 seemed to have more equipment suitable for use by female athletes. According to the facility usage schedule in the Title IX file, both weight rooms are used by male and female athletic teams. The schedules provided showed equitable use of the facilities. <u>School officials were alerted to the fact that equitable usage schedules were to be posted at both weight rooms.</u> It was also suggested that when additional equipment is purchased, an emphasis should be placed on more female friendly weights. The school employs an athletic trainer who also works at Methodist Hospital. <u>KHSAA representatives suggested that student athletes have access to a schedule of when and where the trainer is available.</u> Free athletic physical examinations are made available to all student athletes on an equitable basis by Momentum Chiropractic.</p>
<p>Publicity</p>	<p>X</p>	<p>The November 15, 2001 audit report requested that the school's Gender Equity Review Committee develop written guidelines for posting of banners in the gym. The recent visit showed that these requested guidelines are in place. The school currently sponsors two varsity cheerleading squads (Maroon and White). Both squads cheer at all varsity football games—home and away. During basketball season, the two cheerleading squads alternate monthly between the boys and girls teams. They cheer at all games—home and away. They also cheer at all post season tournament games. The school mascot attends all home games for football and boys and girls basketball. The pep band performs at five selected home boys basketball games and the same number for the girls team. The dance team performs at all home football games and all home games for boys and girls basketball. According to the re-visit form, the school is spending approximately \$24 per female athlete and \$25 per male athletes for promotions/recognition, publicity, and awards.</p>

Support Services	X		All T-35 and T-36 forms since the original school visit appear to be complete. According to data submitted by the school on the two most recent annual reports, athletic spending has been well within acceptable parameters for provision of equity on both a percentage and per athlete basis. The school currently has no athletic booster clubs. School officials were encouraged to accurately identify sources of funds for expenditures that are submitted on the T-35 and T-36 forms.
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's most recent Corrective Action plans call for the following:

- construction of a twelve court tennis complex;
- construction of six athletic storage garages;
- development of procedures to increase the return rate of the student athletic interest survey;
- installation of a new seven inning scoreboard at the softball complex.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated during the recent school visit. There were some areas of concern which should be addressed by the school. See KHSAA Recommended Action.

7. KHSAA Recommended Action in relation to new deficiencies

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

(EQUIPMENT AND SUPPLIES) On or before February 5, 2011, the school is to submit to KHSAA a revised uniform review, rotation, and/or replacement plan which shows equity of provision in relation to all sports.

(TRAVEL AND PER DIEM ALLOWANCES) On or before February 5, 2011, the school is to submit to KHSAA an expansion of the current guidelines in this area which addresses oversight of spending for per diem to insure equivalence of benefits in this category.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated on the November 15, 2001 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jordan (Jody) White, 2424 Zion Rd., Henderson, KY 42420
(270) 831-8868

District Level Title IX Coordinator: Bruce Swanson, 1805 Second St., Henderson, KY 42240
(270) 831-5000

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Kathy Johnston	KHSAA	(859) 299-5472
Jody White	Athletic Administrator	(270) 831-8868
Kim Marshall	Principal	(270) 831-8810
Matt Richeson	Girls Golf/Tennis Coach	(270) 302-8583
Nathan Isenberg	Head Baseball Coach	(270) 577-8055
Danny Perkins	Assistant Athletic Director	(270) 831-3727
Michael Waller	School Board Member	(270) 827-9050
Jerry Mezur	Athletic Director	(270) 831-8894
Vivian Tomblin	Guidance Counselor	(270) 831-8830

10. Comments

Two people from the community attended the Public Comments session. The meeting was adjourned at 5:40 pm CDT.

KHSAA Emailer

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select ademail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (ademail is not null and ademail <> "") order by school
select prinemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (prinemail is not null and prinemail <> "") order by school
select superemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (superemail is not null and superemail <> "") order by school
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- You can modify the email subject in the "Subject:" box.
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From:	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
To:	"Henderson County"<jordan.white@henderson.kyschools.us> "Henderson County"<kim.marshall@henderson.kyschools.us> "Henderson County"<Thomas.Richey@Henderson.kyschools.us>
Subject:	Henderson County HS Title IX Re-Visit Audit Report
<input type="button" value="Send Email"/>	
Please find attached a copy of the KHSAA Title IX Revisit Final Audit Report for Henderson County High School that was conducted on October 20, 2010 by auditors Gary Lawson and Kathy Johnston. If you have questions or need additional information, please contact our office at your convenience. Thank you.	
Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org	

- **attachment; filename="Henderson Co. Re-Visit 2010.doc"**

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36. Henderson County High School Athletic Department Uniform Rotation Plan

Sport	Years
Girls Golf *	1 Polo Shirt and a Sweatshirt, bags as needed
Boys Golf *	2 Polo Shirts each year, bags as needed
Girls Cross Country	3 years
Boys Cross Country	3 years
Girls Soccer	3 years
Boys Soccer	3 years
Football	4 years Seniors buy their jerseys, replace sooner if torn beyond repair, 4 years for pants if not sooner if torn beyond repair
Volleyball	4 Years
Girls Basketball	3 years
Boys Basketball	3 years
Boys/Girls Swimming *	1 year
Baseball	3 years
Softball	3 years
Boys/Girls Tennis *	1 year purchased by kids T-Shirt
Boys/Girls Track	3 years purchase boys and girls together

Policy: No uniforms can be ordered/purchased prior to the Athletic Administrator giving written approval. There is to be no deviation from this rotation plan unless a situation warrants such changes. In such cases uniforms are to be inspected and requests made in writing and receive approval from the Athletic Administrator and Title IX Committee. The Athletic Administrator will keep a copy of all uniform purchases in the athletic office.

*Normally, these teams will buy their own uniforms and athletes will keep them. The athletic department will assist with funding in unusual circumstances.

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16. Team Travel/Per Diem

If a sports team plans to travel overnight, prior approval must be obtained from the Athletic Administrator, Principal, and the school board. Notification on hotel accommodations and travel arrangements must be presented to the Athletic Administrator in writing and receive written approval.

All overnight travel and per diem expenses during the regular season are the responsibility of the team. Any expense related to a KHSAA sanctioned championship event will be paid from athletic department funds. The athletic department will assist coaches in securing lodging reservations and credit card authorizations from the hotel in question. The AD will monitor/approve meal and lodging reservations/expenses to ensure equivalency of benefits. The Meal funds can be obtained from the bookkeeper in the form of a check drawn from the team activity account. Upon return, all remaining funds and itemized receipts will be turned into the bookkeeper for reconciliation. Teams are also responsible for lodging and per diem for bus drivers except during state championships.

17. Athletic Related Press Conferences/College signings

College scholarship signings are a special event in the life of our student-athletes, their families and our HCHS teams. In order to provide a great atmosphere for all concerned while minimizing class disruptions and allowing for maximum student, teacher, and family participation, no signing will occur prior to 3:15 PM. All signings will occur in the Media Center. The list below outlines specific responsibilities.

a. Student-Athlete/family

- notify the athletic department of the desired date
- coordinate the signing date with the college coach, notify the AD if different than the original date
- all college memorabilia to be used at the signing will be provided by the family
- any reception following the signing is up to the family.
- the student-athlete will provide the Athletic Administrator any career highlights that will be used in a press release/invitation to the signing.
- notify the Athletic Administrator at least 24 hours in advance of any unique family requirements

b. Athletic Department

- reserve the Media Center after confirming the date with the student-athlete
- prepare an email notification of the signing for all HCHS employees, coach, local media and the Board's Director of Communication
- officiate the ceremony in the absence of the head coach

c. Head Coach