



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

(For schools re-visited during the 2013-2014 school year)

School: Lexington Christian Academy
 Prepared By: Kathy Johnston
 Date of Re-Visit: February 18, 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)

x	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 reports submitted for the years 2011-2013, it appears that Lexington Christian Academy has met the standard of Test 1 for the provision of athletic opportunities.

- 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 the data and reports submitted for the years 2011-2013, it appears that Lexington Christian Academy has not met the standard of Test 2 for the provision of athletic opportunities.

- 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 data and reports submitted for the years 2011-2013, it appears that Lexington Christian Academy has met the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2011-2012 school year. Students in grades 8-11 were surveyed with a completion rate of 100%.

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 most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 100%. According to submitted reports and data, there are 17 sport level opportunities for females and 15 for males; nine (9) varsity sports for each. There was viewed evidence with regard to the addition of archery to the sports program for the 2013-2014 school year.</p>
Equipment and Supplies		x	<p>There was written evidence of a four (4) year uniform review plan for replacement and/or purchase for all teams except tennis, golf, and swimming. Written evidence indicated that athletes of these sports each purchase and retain their own uniform. Most uniforms viewed appeared to be of high quality. It appears that the viewed volleyball uniform top exhibited a slight difference due to the level of quality with specific reference to the type of lettering as compared to other uniforms. There also appeared to be slight disparities between the quantity of softball and baseball uniforms. There was one (1) viewed top and pant for softball as compared to three (3) tops, two (2) pants, and two (2) hats issued for baseball. There was also written evidence that showed that one set (home or away) of baseball uniforms were purchased every two (2) years. It was also indicated that golf shirts for boys team members were provided while shirts for the girls golf team were purchased by each player. A two year review of spending in this area shows that approximately \$190.00 was spent per male athlete as compared to \$40.00 per female athlete.</p> <p>(see recommendation 7.a.)</p> <p>All other viewed equipment appeared to be of excellent quality and available for equitable access.</p>

Scheduling of Games and Practice Time	x		There was viewed evidence of the most recent sport schedules for all teams. Viewed schedules showed comparability and equity with regard to the number of competitive events provided and parity for the like sports. There was viewed evidence of equitable scheduling for the shared facilities of the two (2) gymnasiums, soccer fields, and the indoor hitting facility.
Travel and Per Diem Allowances	x		There was viewed evidence of a travel and per diem guideline that included specific parameters with regard to mode of transportation, hotel, and meal allowance. Administrative oversight and approval is also required for use of a charter bus and all extended travel and/or overnight trips. A two year review of spending in this area shows that approximately \$49.00 was spent per male athlete compared to \$11.00 per female athlete.
Coaching	x		There was viewed evidence of a school board approved salary schedule which showed equivalence in salary and parity in the number of coaching positions. Based on reported data, the current athlete to coach ratio is 7:1 for males and 8:1 for females. Interviews with students indicated the opportunity for available access to all coaches. Interviews with administration stated that a written evaluation of each coach is conducted at the end of each sports season.

Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence of locker room assignment for all sponsored teams. Viewed locker rooms were all of excellent quality and with similar amenities. Shared locker rooms appeared to be equitably assigned. There was also written and viewed evidence of storage assignment available for all teams. Most practice and competitive facilities are located on the school campus. Off campus sites include Man O' War and Bluegrass Golf Courses for the golf teams, The Pinnacle and Transylvania University swimming facilities, and the KBA indoor facility for archery. Most competitive facilities are excellent and well maintained. There appears to be a visible difference in the aesthetic value between the baseball and softball complexes. The lack of a concrete base area for bleachers and walking, an elevated press box, brick facing, chair back seats, and ticket booth at the softball field create a visual difference with regard to appearance as compared to the baseball field. Interviews with students also stated recognizable viewed differences between the softball and baseball facilities.</p> <p>(see recommendation 6.a.)</p>

<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There was evidence of one (1) weight room located on the bottom floor of the high school, next to the cafeteria. It is very spacious, well maintained, and with appropriate equipment for female use. It provides equitable access and a schedule showing use and access was in the Title IX file and posted at the site. Athletic Training services are provided by the Drayer Physical Therapy group. An Athletic Trainer is available on a daily basis, at all athletic practices and home competitive events. The athletic training room was well equipped, provided equitable access, and time of availability was posted at the site. The opportunity for athletic physicals is made available to all students, once a year. These are conducted at the school, by local physicians, at an approximate cost of \$25.00 per student. There was viewed evidence of written and posted emergency action plans for all athletic venues.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards and recognition guideline that outlined criteria for end of season banquets, banner display, letters/bars, school sponsored awards, and male/female outstanding athlete awards. Interviews with administration also indicated oversight with regard to ensuring equitable support from the groups of pep band, cheerleading, and dance teams. A two year review of spending in this area shows that approximately \$11.00 was spent per male athlete compared to \$3.00 per female athlete.</p>

Support Services		x	<p>An overall two-year review of spending pattern shows that Lexington Christian Academy has <u>not met</u> the acceptable expenditure parameters both on a percentage and per athlete basis. An average of 30% of total dollars has been spent on female athletes that have shown an average participation rate of 47%. The recommended difference for this percentage area should be no more than 5%. An average dollar amount for per athlete spending is approximately \$616.00 spent per male athlete compared to \$362.00 spent per female athlete. The recommended difference in dollars should be no more than \$100.00 per athlete spending. There was viewed evidence of written guidelines that provided for the administrative approval with regard to expenditures and approval for facility improvements. There are no outside booster accounts and all booster raised monies are currently deposited in school accounts and monitored by school administration. Interviews with administration stated that student athletes pay a yearly athletic fee as a member of a team. The base fee is \$575.00 for the first sport team with adjustments made for the second and/or third sport team of participation. Interviews with coaches indicated knowledge of the procedure regarding the school process to gain approval to purchase items. All available office space appeared to be assigned equitably.</p> <p>(see recommendation 7.b.)</p>
------------------	--	---	---

Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Improve field drainage at softball field
- Add concrete apron around bleacher area at softball complex
- Plan to add archery as sanctioned sport activity
- Encourage overnight trips for girls soccer, softball, and basketball
- Review of budget issues to address equity with like sports and participation levels
- Reviewing and adjusting coaching staffs to address equity with like sports and participation levels
- Press box, chair back seating and concrete spectator area for softball complex

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Equipment and Supplies - Two of the three the main elements evaluated in this area are the quality, quantity, review/replacement plan of uniforms, and a two-year review of spending. One area of concern for Lexington Christian Academy deals with the differences in uniform quantity provided for baseball and softball, boys golf as compared to girls golf, and the quality of the volleyball uniform top as compared to all other uniforms. The second area of concern deals with the two year review of overall spending in this category (please see Support Services 7.b.).

Support Services - One of the main elements evaluated in this category deals with a review of overall spending for the past two years. The understanding of what can be included as expenditures and accuracy in reporting is crucial to obtaining a clear analysis for review within the category areas of expenditure/supplies, travel/per diem, and awards.

The following is not a deficiency, but a recommendation that should be addressed in order to ensure overall equity:

a. Please submit to the KHSAA, no later than **May 1, 2014** a plan of progress and/or improvement so as to enhance the aesthetic value and appearance of the softball complex.

7. KHSAA Recommended Action in relation to new deficiencies

a. **Equipment and Supplies** – Please submit to the KHSAA, no later than **May 1, 2014**, a uniform plan that would ensure equitable quantity of provided uniforms for softball and baseball, boys golf and girls golf and overall equitable quality with regard to the future purchase of uniforms.

b. **Support Services** - Please submit to the KHSAA, no later than **May 1, 2014**, a process and plan of review that would include administrative oversight with regard to the accurate reporting of expenditures in the areas of equipment/supplies, travel/per diem, and awards. This process and plan should be developed to ensure consistency and a goal toward overall equivalence.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kerwin Dees 479-549-5056

District Level Title IX Coordinator: Julie Giardino 859-422-5700

Name	Title	Telephone
Drew Schacht	Student Athlete	
Alex Byers	Student Athlete	859-885-2819
Teresa Boyd	Head Volleyball Coach	859-229-5063
Steve Fugmann	Head Soccer Coach	859-321-5265
Kerwin Dees	Athletic Director	479-549-5056
Julie Giardino	Superintendent	859-422-5700 ext. 5721
Gina Covington	Asst. Athletic Director / Head Softball Coach	859-533-5757
Keith Hall	Principal	859-422-5742
Tina Navis	Parent / Board Member	859-420-0207
Kim Canter	Accounting/Finance/Parent	859-619-9059
Gary Lawson	KHSAA Auditor	859-299-5472
Kathy Johnston kjohnston@khsaa.org	KHSAA Auditor	859-494-2509

10. Comments

School administration was very welcoming and well prepared for the visit. The Title IX file was well organized and complete.

Interviews with students and coaches were very positive. Members of the committee appear to be very committed to ensuring overall equivalence in the areas of Opportunities and Benefits for the students of Lexington Christian Academy.

The public forum, scheduled for 3:00 pm, was held in the school auditorium. There were three (3) individuals in attendance along with several members of the Gender Equity Committee. A brief introduction was given by the audit team and with no follow-up questions or comments, the audit team left the school at approximately 3:30 pm.