



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

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

School: Mason County  
 Prepared By: Gary W. Lawson  
 Date of Re-visit: February 8, 2011  
 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)

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: ALL DATA ON THE RE-VISIT REPORT RELATING TO THIS TEST WAS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. According to data and calculations submitted by the school, it is currently meeting the standard established in Test 1 for 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: DATA ON THE RE-VISIT REPORT IN RELATION TO TEST 2 WAS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. 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 and is not currently meeting that standard.

- 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: DATA ON THE RE-VISIT REPORT RELATING TO TEST 3 WAS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. The data, calculations, and responses submitted by the school indicates that the standard established in Test 3 for provision of athletic opportunities has been met during two of the past three school years. With the addition of a girl's volleyball program, the school is likely to be meeting that standard currently.

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

Comments: According to the school's documentation on the 2009-10 annual report, a 90% return 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>According to data, calculations, and responses submitted by the school, it is currently meeting the standard established in Test 1 for provision of athletic opportunities. With the addition of the girl's volleyball program in 2009-10, it is also likely meeting the standard established in Test 3 at this time. The school currently offers all KHSAA sanctioned sports for girls at the varsity level and a total of 16 team opportunities for females and 15 for male athletes. KHSAA representatives reviewed the school's Title IX file. It was found to contain the original audit report from April 5, 2001, all the annual reports to KHSAA for the past five years, a board approved salary schedule for coaches, sample game schedules for all school sponsored sports, a school generated athletics policy manual, a written facilities usage schedule for the soccer practice and football fields, written guidelines for athletic awards and trophy and banner display, written designation of athletic storage space assigned each team, written minutes for Gender Equity Review Committee meetings held during the past three years, a written uniform review, rotation, and/or replacement plan, and written guidelines relating to the provision of travel and per diem. School officials were commended for the development and maintenance of a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>THE DATA SUBMITTED ON THE RE-VISIT REPORT IN RELATION TO THIS CATEGORY WAS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. All uniforms inspected during the recent visit appeared to be of high quality and provided on an equitable basis. The April 5, 2001 audit report rated this area as satisfactory, but it was recommended that a uniform review, rotation, and/or replacement plan be developed and implemented. The recent visit showed that a plan was in place which is based on a three-year replacement cycle. According to the school's 2009-10</p>

Equipment and Supplies continued			annual report, it was spending approximately \$181 per female athlete compared to approximately \$242 per male athlete for provision of equipment and supplies.
Scheduling of Games and Practice Time	X		According to the re-visit report, the number of competitive events scheduled for "like" sports shows parity over a two-year period. The visit revealed that the scheduling of all shared practice facilities was equitable. According to 2009-10 results posted on the KHSAA web site, the girl's basketball team played 66% (6/9) of their home games on prime dates. A review of posted game times indicated that prime time standards were also being met.
Travel and Per Diem Allowances	X		DATA SUBMITTED ON THE RE-VISIT REPORT IN REGARD TO THIS CATEGORY WAS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED IN THIS EVALUATION. According to data submitted on the 2009-10 annual report, the school was spending approximately \$122 per female athlete compared to approximately \$91 per male athlete for the provision of travel and per diem. The school's Title IX file contained written guidelines for the provision of per diem which appeared equitable. Interviews with student athletes and coaches also indicated parity in this area.
Coaching	X		According to the 2009-10 annual report, the total amounts expended for coaches' salaries for "like" sports is comparable for both genders. A review of the school district's extra service pay schedule for coaches appears to show equivalence. The current salary allotted for the assistant volleyball coach seems low when compared to other sports. (See KHSAA Recommended Action.) Although there are some differences in the numbers of coaches provided for "like" sports compared to the number of teams involved (i.e. girls and boys basketball, girls and boys soccer, volleyball), the numbers appear to be equitable in their totality. According to the re-visit report, 44% (4/9) of the girls head coaches and 38% (3/8) of the boys head coaches are on-campus

			employees.
Locker Rooms, Practice and Competitive Facilities	X		<p>The April 15, 2001 audit report found this category to be equivalent and rated the locker rooms and competitive facilities as excellent. The recent visit showed athletic venues that were well maintained and appointed. Unlike most schools, the girls and boys basketball teams use separate gyms. Both teams have exclusive locker rooms that appear equitable. Interviews with the girls basketball coach suggested that the girls team and staff were well satisfied with the facilities provided. Female athletes for all other sports have access to a locker room on campus. Both the boys and girls soccer teams' games are played at the football stadium. A practice field is also available for soccer. The softball field is located in a city complex approximately 2.5 miles from the school. Bus transportation is provided for team members. The softball field does provide amenities somewhat superior to those at the on-campus baseball field. These amenities include a practice field adjacent to the game field. All teams seem to have equitable athletic equipment storage space. A large indoor athletic facility at the Jockey Building provides an indoor track and practice areas for several sports.</p>

Medical and Training Facilities and Services	X		<p>The April 5, 2001 report rated this category as satisfactory but did request that an equitable usage schedule be developed and posted for the two weight training rooms. The recent visit showed that the school still has two weight training rooms. Weight Room #1 is located adjacent to the football dressing room and appears to have equipment suitable for use by that team. Weight Room #2 located adjacent to the school building has a significant amount of equipment suitable for use by female athletes. There was a sign up sheet available for both facilities, but no usage schedule showing equal accessibility for female athletes was shown. (See KHSAA Recommended Action.) The school currently does not provide the services of an athletic trainer.</p>
Publicity	X		<p>According to the re-visit report, the school was spending approximately \$26 per male athlete compared to approximately \$19 per female athlete for the provision of publicity, promotions, awards, and recognition. The school has two cheerleading squads (Blue and White) at this time. Both squads cheer at all home and away football games. The squads divide equally the number of home boy's and girl's basketball games. The school's pep band performs at all home football and boy's and girl's basketball games. The school's Title IX file contained written guidelines for the equitable provision of awards and recognition.</p>
Support Services	X		<p>This category was deemed satisfactory on the April 5, 2001 audit report which stated that only one booster club existed at that time. The recent visit revealed that one booster club still is functioning. The club deposits all its funds into school-based accounts and all purchases with these monies must be approved by the school's principal. A summary of the school's total athletic spending for a two-year period indicates that in 2008-09, 63% of the expenditures were for male athletes who made up 55% of the participants while 37% was for female athletes who represented 45% of the participants. That resulted in total spending of</p>

Support Services continued			approximately \$851 per male athlete and \$619 per female athlete. This difference shows a distinct advantage for male athletes. In 2009-10, both the percentage and per athlete spending were within acceptable parameters for a football playing school.
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:

- increased local media coverage of female sports; and
- the addition of volleyball teams at the freshman, junior varsity, and varsity levels.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the recent school visit.

Although not currently rendered as deficient, there are some *areas of concern* that should be addressed for the school to maintain a non-deficient status. These include the following.

- There is a need to document the provision of equitable access for female athletes to a weight training facility.
- A review of the salary stipend allotted for the position of assistant volleyball coach is recommended in an attempt to insure equity with other sports.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the recent school visit.

The following *areas of concern* should be addressed by school officials in a timely manner.

(COACHING) On or before April 15, 2011, the school should submit to KHSAA a written review and/or justification of the current salary supplement allotted for the assistant volleyball coach. This documentation should be signed by the school Title IX coordinator, the district Title IX coordinator, and the school principal.

(MEDICAL AND TRAINING FACILITIES AND SERVICES) On or before April 15, 2011, the school is to submit to KHSAA a written usage schedule for Weight Room #2 that shows equal accessibility for female athletes. This schedule should be placed in the school's Title IX file and also be posted at the appropriate facility.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated on the April 5, 2001 audit report.



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Fred Hester, 1615 Martha Ann Dr., Maysville, KY 41056  
(606) 564-3393

District Level Title IX Coordinator: Kelly E.Middleton, 1098 Glascock Glenn, Maysville, KY 41056  
(606) 584-5204

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502)545-3393
Kevin Carpenter	School Board Member	(606) 584-2227
Kelly E. Middleton	Associate Superintendent	(606) 584-5204
Bridgit Morris	Student Athlete	(606) 759-8847
Pam Stewart	Parent	(606) 564-6748
Mark Kachlor	Coach	(606) 301-3386
Caroline Cropper	Parent	(606) 584-7697
Fred Hester	Athletic Department Staff	(606) 564-3393
Stephen D. Butcher, II	Girls Basketball Coach	(606) 224-3432
Steven G. Appelman	Principal	(606) 564-3393
Joseph G. McKay	Girls Soccer Coach	(606) 759-2000
Terry Stanfield	Athletic Department Staff	(606) 564-3393
Kathy Johnston	KHSAA	(859) 299-5472

10. Comments

Seven people from the community attended the Public Comments session. The meeting was adjourned at 5:55 pm ET.

**To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Subject: Copy: Title IX Re-Visit Report Mason County High School**  
**From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Date: Mon, 21 Mar 2011 15:51:53 -0400 (EDT)**

**Attachment: Mason County Revisit 2011.doc**

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Mason County High School that was conducted on February 8, 2011 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  
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Fax: 859-293-5999  
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# 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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<b>From:</b>	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
<b>To:</b>	"Mason County"<steve.appelman@mason.kyschools.us> "Mason County"<Steve.Appelman@Mason.kyschools.us> "Mason County"<tim.moore@mason.kyschools.us> gkboomers@hotmail.com kathy.johnston@bourbon.kyschools.us
<b>Subject:</b>	Title IX Re-Visit Report Mason County High School
<input type="button" value="Send Email"/>	
<p>Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Mason County High School that was conducted on February 8, 2011 by auditors Gary Lawson and Kathy Johnston. If you have questions or need additional information, please contact our office at your convenience. Thank you.</p> <p>Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org</p>	

- attachment; filename="Mason County Revisit 2011.doc"

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