



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

(For schools re-visited during the 2009-2010 school year)

School: **Nelson County High School**
Prepared By: **Jenny McCarty**
Date of Re-Visit: **10-27-2009**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Assistant 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
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 data submitted by the school, it appears that the school has not met the standard of proportionality Test (T-1) for 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 the data submitted by the school, it appears that the school has met the standard of History and Continuing Practice Test (T-2) for 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 the data submitted by the school, it appears that the school has met the standard of Full and Effective Accommodations and Interests and Abilities Test (T-3) for the past three school years.

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

Comments: The Student Interest Survey was administered during the 2007-2008 school year. Students in grades 8-11 were surveyed with an 80% rate of return. The school has properly followed through with survey results and added both boys' and girls' golf teams.

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 data submitted by the school, it appears the school has consistently met the standard for Test 2 and Test 3 during the school years 2006-2009. It does appear; however, that it has not consistently met the standard for Test 1 from 2006-2009.</p> <p>The school percentage of female participation has remained steady; however the percentage of female participants has declined for the past three years. Auditors recommended the Gender Equity Review Committee investigate the possible reasons for the decline and to formulate a plan to attempt to increase female participation.</p>
Equipment and Supplies	X		<p>All uniforms viewed appeared to be in the mid-tier range and were of equal quality. The school does have written guidelines for uniform replacements. Auditors recommended that the school further develop its uniform replacement policy to include the actual years that uniforms would be replaced. There was a disparity with girls' softball team uniforms. The softball team has only one jersey and one pair of shorts. The baseball team and all other teams have at least two uniforms. (See KHSAA Recommendation)</p>
Scheduling of Games and Practice Time	X		<p>The use of the athletic facilities appears to be scheduled equitably. Some practice schedules were located in the Master Title IX file. The school has specific scheduling of game and practice time policies in their athletic handbook. The school is meeting the prime date requirement. The school was granted a waiver of this requirement by the KHSAA for the 2008-2009 school year due to weather-related conditions.</p>

Travel and Per Diem Allowances	X		<p>The school has board and school policies that encompass travel guidelines. All students are transported to athletic contests by district school busses for any athletic contest. These transportation costs are paid for by board of education funds. Overnight travel must have school and board approval. The school athletic handbook states that boosters and or the athletic department must allocate the same amount of money for meals for boys and girls in similar sports. The same statement is found in the handbook for travel. Auditors discovered that the school did not have procedures in place to monitor this spending to ensure equity. (See KHSAA Recommendation)</p>
Coaching	X		<p>The school pay scale is based on a percentage of teaching salary. Para-professional coaches are paid the same percentage a first year teacher would receive. Auditors discovered that the golf and tennis teams have only one head coach for each team. Numbers would indicate that there are enough participants to justify a head coach for both boys and girls teams. There appears to be a disparity in the number of coaches for other sports as well. (See KHSAA Recommendation)</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>Since the 2001 audit report, the school has made numerous renovations and additions. With the recent addition of a new dressing facility and renovation of an existing building the school has met the needs of many of its sports teams. There are numerous locker rooms that are shared by many teams. The only teams that did not have the use of locker-rooms were the girls' and boys' tennis teams. There is a disparity that exists between the girls' softball locker room and the boys' baseball locker room. The boys' baseball team has a locker room adjacent to their field that they do not share with any other team. The girls' softball team has a locker room in the multi-purpose room in the school building.</p> <p>There is a disparity in the girls' softball field and the baseball field. These disparities</p>

Locker Rooms, Practice and Competitive Facilities Cont'd			include: boys' baseball dugouts are brick and the girls' softball dugouts are concrete block, an indoor hitting cage at the baseball field and an outdoor cage at the girls' field, a coach's office and dressing area with approximately 45 lockers in the baseball locker-room and none at the softball field, more storage space at the baseball field, a better scoreboard at the baseball field, an onsite locker room for boys baseball, and amenities to the backstop area at the baseball field significantly better than at the girls field. (See KHSAA Recommendation)
Medical and Training Facilities and Services	X		<p>The weight room is located in an area of the football locker room. The weight room décor did not include female friendly pictures, posters, etc. The auditors noticed the absence of light weight bars for female use. There were a very few hand weights less than 10 pounds for use. The adjacent locker room is partitioned from the weight room; however it is not completely enclosed. The school did not have a weight room schedule. (See KHSAA Recommendation)</p> <p>This is the first year that the school has the services of an athletic trainer. The trainer has a training room located in the main gymnasium of the school. The trainer services all teams at the school. Auditors recommended that the trainer's schedule be posted and all athletic coaches receive the schedule.</p>
Publicity	X		<p>There are many avenues in which the student athletes are recognized at the school. The recently developed Athletic Handbook has detailed policies in this area that if monitored by the athletic department will result in equitable publicity for all athletes at the school. If these policies are monitored, the spring sport athletes would receive equitable publicity which it appears they have not received in the past.</p>

Support Services	X		<p>The school has several booster organizations and the school does require written booster agreements. Auditors viewed the financial reports submitted to the school by the various organizations. Through interviews conducted, auditors learned that all booster expenditures are not being reported correctly on form T-35 and T-36 that are required by the KHSAA with the annual report. Auditors explained to school officials that the KHSAA had recently developed a document that would assist schools and boosters in reporting of funds in the various categories on forms T-35 and T-36. This document will be forwarded to school officials so they can immediately share with booster organizations.</p> <p>Another area of concern was the individual sports teams' school internal accounts. Currently a coach may spend any funds from their school account without the approval of the school athletic director. The coach does have to submit a purchase order which is signed by the bookkeeper and principal. In order to monitor spending closely auditors recommend that the athletic director should also be required to approve the use of these funds.</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 Corrective Action Plan (Form T-60)

- The school has met its goal of prime-time-date requirement for its girls' basketball program.
- Remodeled boys' and girls' basketball locker rooms
- Added eight sports teams at the school
- Provided additional locker room space for sports teams

6. Observed Deficiencies in Overall Girls' and Boys' Athletics Programs

None Observed

7. KHSAA Recommended Action in relation to new deficiencies

Although not currently designated as deficiencies, the following are "areas of concern" that should be addressed by the school in order to provide consistently equitable benefits.

- Submit to the KHSAA, no later than April 15, 2010, a plan to address the inequities between the boys' baseball field and the girls' softball field.

The following items should be submitted:

- ❖ A time line with anticipated completion dates for upgrades needed at the present field to make the softball field equitable to the baseball field. This time line should also include a plan for enclosure of the hitting area for girls' softball and a locker room to be built at the softball field.
- Submit to the KHSAA, no later than April 15, 2010, a self study of coaching benefits provided to student athletes. The study should include a ratio of student athletes to coaches in like sports and a ratio of total student athletes to coaches for males and females. If changes are recommended, those should be submitted as well.
- Submit to the KHSAA, no later than April 15, 2010, a plan for the purchase of new weight training equipment which will be appropriate for use by female athletes.
- Submit to KHSAA a digital photo or photos of the improvements made to the décor of weight training area to make it more attractive for female use.
- Submit to the KHSAA no later than April 15, 2010, a plan to address the lack of privacy due to the openness of the football changing area in the weight facility located in the football locker room.
- Submit to the KHSAA no later than April 15, 2010, the school plan to monitor the spending of meals purchased by the school for athletes.
- Submit to the KHSAA, no later than April 15, 2010, an outline of steps that your school will follow to monitor expenditures for school and booster funds that are used to purchase meals and provide lodging for athletes.

- Submit to the KHSAA with the annual report on April 15, a copy of Gender Equity Review meeting minutes and agenda for the next two school years.
- Submit to the KHSAA a revised uniform replacement schedule

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Penny Bradley

District Level Title IX Coordinator:

Name	Title	Telephone
Jenny McCarty	KHSAA Auditor	502-223-6965
Gordon Bocock	KHSAA Auditor	859-299-5472
Kathy Johnston	KHSAA Auditor	859-299-5472
Don Bradley	Track/Cross Country Coach	510-349-3452
Todd Shuck	Softball Assistant Coach	270-402-1337
Kevin Burkhead	Girls Golf/Assistant Basketball	502-330-9062
Penny Bradley	Assistant Principal	502-252-5162
John Rogers	Head Softball/Volleyball Coach	502-827-8785
Todd Payne	Assistant Volleyball Coach	270-556-6748
Adam Wheatley	School Board Member	502-349-2665
Paula Proctor	Assistant Athletic Director	502-507-4007

9. Comments:

The school did not have written minutes in the Master Title IX file. Auditors were told that these minutes were stored on a flash drive that no longer was operable. Auditors instructed school personnel to include a written copy of minutes, sign in sheets, and meeting agendas in the Title IX File for all further meetings.

The school should be commended for the work they have done in creating the school Athletic Handbook this past year. The handbook is well organized and many policies have been developed with gender equity as a goal. The Gender Equity Review Committee has an excellent start to a document that suits the needs of the school. Consistent monitoring of these policies in the handbook will be an essential part of the schools plan for Title IX compliance.

School officials were very receptive to the suggestions of the audit team and were well prepared for the revisit. No one attended the public hearing held at 5:00 p.m.