



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Newport Central Catholic**

Reviewed By: **Gordon D. Boccock**

Date of Visit: **Wednesday, February 12, 2003**

Telephone Number of Reviewer: **(606-678-8916)**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (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.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

For the 2001-2002 school year, the results of the calculations suggest that the Substantial Proportionality Test is an area of compliance, with the girls percentage of the total enrollment being 46.2% and the girls percentage of total participation being 47.47%. This has moved Newport Central Catholic High School within the 3% allowance between total enrollment and total participation. Therefore at this time it appears that Newport Central Catholic High School is in compliance on Opportunities Test 1.

B.) If History and Continuing Practice of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

Comment:

This continues to be an area where the Gender Equity Committee at Newport Central Catholic High School needs to set forth plans that can bring the school into compliance in the History and Continuing Practice of Program Expansion. ^{Big Positive} Big steps were taken during the 2001-2002 school year but a decline was noticed during the 2002-2003 school year. The Committee needs to make sure that all programs are being counted correctly and devise a plan and a target date for the school to reach compliance on Opportunities Test 2.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

Comment:

It appears that opportunities in the area of student interest are being provided for students at Newport Central Catholic High School. Therefore the school appears to be in compliance on Test 3.

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

Comment:

Students at Newport Central Catholic High School have been surveyed to ascertain their interests in athletic activities. In the latest survey students in grades 9-11 responded to the survey. It is suggested that, before the next survey, the Gender Equity Committee try to ascertain the majority of the members of the 2003-2004 Freshman Class and include them in the next survey.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		At the present time the accommodations of interest and abilities is rated as satisfactory.
Equipment and Supplies	X		At the present time no deficiencies were found. It is noted that Newport Central Catholic High School does a good job providing quality uniforms to the student athletes. To help assure that the uniforms stay at a high quality level, it is suggested that the Gender Equity Committee adopt a uniform replacement policy that would include all of the boys and girls athletic teams. This replacement policy should become a part of the School's Title IX Report. <i>file</i>
Scheduling of Games and Practice Time	X		It is noted that Newport Central Catholic High School is doing a very good job with prime time scheduling with the girls having 17 prime time games for the 2002 - 2003 school year for 63%. A copy of the current policy that the Region has adopted for Girls Prime Time Basketball should be placed in the school's Title IX Report. <i>file and report</i> Although there appears to be no problem with the scheduling of practice times for boys and girls, a schedule of the gymnasium rotating schedule should be in the school's Title IX Report, <i>file</i> as well as being posted. Some slight problems were noted with the T-12, T-13 and T-14 forms. The Gender Equity Committee is to correct these forms and place the corrected copies in the school's Title IX Report. <i>file</i>
Travel and Per Diem Allowances	X		It is recommended that the Gender Equity Committee establish an equitable policy for student athletes that would cover all the aspects of travel and place the policy in the school's Title IX Report. <i>file</i> The Gender Equity Committee needs to re-do the T-16 form and see that it matches what the coaches stated on <i>then</i> there Travel and Per-Diem reports. <i>in writing</i>
Coaching	X		Newport Central Catholic may not be in

			<p>compliance in the area of coaching salaries. At the present time the coaches salaries in baseball and softball are out of line. It is suggested that the Gender Equity Committee meet with school personnel to establish a school policy in regard to equality in base salaries in each boys and girls sport. If the school personnel uses a percentage of basic salary for % increase of coaching stipends, it should be included in the adopted policy (the school's athletic coaches pay scale) and placed in the school's Title IX Report. ^{file} The Gender Equity Committee needs to look at equalization of the assistant coaches in all sports. The Gender Equity Committee needs to ^{should} look at forms T-18, T-19, T-20, T-21, T-22, T-23, T-24 and T-25 to see if corrections are need^{ed} and place the corrected forms in the school's Title IX Report. ^{file}</p>
Locker Rooms, Practice and Competitive Facilities	X	<i>file</i>	<p>Since all the dressing rooms are used by all sports, the Gender Equity Committee needs to resubmit T-26 forms, one for boys and one for girls, and place them in the school's Title IX Report. At the present time Newport Central Catholic plays very few sports on campus. Several different venues around the Newport and Covington area are used and shared with other schools in the area with a system that seems to be working at the present time.</p>
Medical and Training Facilities and Services	X	<i>school's</i>	<p>The Gender Equity Committee needs to redo the T-29, T-30 and T-31 forms and place them in the Title IX Report. ^{file} Keep up the good work with the Certified Trainer that you have made available to all the boys and girls at Newport Central Catholic High School. The weight room needs a posted schedule of when it is being used by boys or girls, or ^{the} what particular sport, to assure that no one is being left out that desires to use the facility.</p>
Publicity	X		<p>The Gender Equity Committee has some policies that relate <u>some of the subjects in this particular area</u> but none appear in the school's Title IX report. The Committee should be ^{to}</p>

file and report.

			<p>developing policies for the Athletic Department to ensure equal treatment regarding program production, schedule card production, and media guide production/ to ensure that other entities such as booster organizations do not affect compliance. The placement of banners/pictures in the gymnasium and commons area of the school should have a policy to ensure that all athletic participants have an equal opportunity for this prime-time exposure. The school should continue its efforts to clarify the issue of trophy and memorabilia display. This can not be left to the haphazard thoughts of any coach or participant, but should be a systematic approach, that will ensure the equal treatment of all participants.</p> <p><i>the school</i> → Appears to be doing a good job with cheerleaders at the present time with boys and girls home basketball games and football games, being cheered at. ^{the school} Needs to make sure that a policy regarding the selection process and the cheering schedule is in the school's Title IX Report. - file</p>
Support Services	X	<i>funding and expenditures</i>	<p>It appears that the T-35 and T-36 forms are not complete and do not truly reflect Newport Central Catholic High School. The Gender Equity Committee should submit a report to the KHSAA by April 15, 2003 a report that shows a closer percentage of expenditures of the boys and girls athletics at Newport Central Catholic High School.</p>
Athletic Scholarships**	X		This area does not appear applicable in this situation.
Tutoring**	X		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
Housing and Dining Facilities and Services **	X		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
Recruitment of Student	X		It does not appear to be applicable to this school, nor are there any indications of

individual

have a satisfactory and equitable policy in place regarding cheerleaders for

Athletes**			disparate treatment.
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5. **Brief Summary/Analysis of the Corrective Action Plan (T-60)**

The KHSAA Audit Team discussed several items that needed the attention of the Gender Equity Committee at Newport Central Catholic High School in regard to policy development, and then making these policies a part of the school's Title IX Report. The present Equity Committee and school administration have seen some short coming in the 1999 - 2000 original report and the way that it was presented and are aware of the changes they the changes suggested in the various sections of this report that they need to address for corrective action.

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

The development of ^{various written} ~~the~~ policies ^{a needed} ~~noted~~ and the overhaul in the area of the coaches stipends, ~~and completing or redoing the necessary forms.~~ It is suggested that the Gender Equity Committee add students to the committee. It is also suggested that minutes of all Gender Equity Meeting ^{Minutes} become a part of the school's Title IX Report. ^{File}

This report specifies certain recommendations regarding the

In addition, there is a need to complete or redo several forms.

7. **Facility Recommendations or Concerns**

Although there is not a problem at this time, the Gender Equity Committee needs to stay informed of the many venues they offer for opportunities to ^{them} ~~there~~ athletes. Things can happen every day that could change the balance that is currently present at Newport Central Catholic High School. ^{↑ opportunities and benefits}

8. **KHSAA Recommended Action**

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time

School shall submit the following additional information:

As stated in the SUPPORT SERVICES section the T-35 and T-36 forms are to be redone to reflect the true account of expenses by school and/or booster clubs in regard to each column that is listed on the report. This report should be in the KHSAA Office by **April 15, 2003**.

(Selection of Cheerleaders) On or before **April 15, 2003**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sports (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2003**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2001/2002 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Ron Dawn – 13 Carothers Road, Newport, Kentucky
41071 (859) 292-0001

District Level Title IX Coordinator: Bob Noll – 13 Carothers Road, Newport, Kentucky
41071 (859) 292-0001

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Name	Title	Telephone
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Gary W. Lawson	KHSAA Audit Team	859-875-3817
Jenny Mertle	Asst. AD and Volleyball Coach	859-292-0001
Amy Bueter	School Board Extra Circular Chair	859-781-4950
Jeff Schulzens	Baseball and Golf Coach	859-292-0001
Bob Noll	School Principal	859-212-0001

Rob Detzel	Boys Basketball Coach	859-261-6874
Christie McDonald	Girls Basketball Coach	859-781-3314
Kim Ziegler	Parent	859-491-1353
Ron Dawn	School Athletic Director	859-441-2114

10. Comments:

It is the opinion of this KHSAA Audit Team that the Gender Equity Committee at Newport Central Catholic High School has the makings of an excellent working team, once they have the student members in place. Overall the interscholastic athletic program clearly has the support of the school and the school community. The Audit Team thanks the committee and the administration for the warm welcome and we encourage the Gender Equity Committee to design the policies that we have discussed and that were put forth in this report in an effort to strengthen the governing of the Newport Central Catholic High School Athletic Department.