



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

(For schools re-visited during the 2014-2015 school year)

School: Newport
 Prepared By: Gary W. Lawson
 Date of Re-Visit: February 12, 2015
 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)

	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 rosters and data submitted on the T-1 forms in the annual Title IX reports, the school has not met the standard established in prong 1 of the athletic opportunities test during any of the past three years. The 2013-14 annual report shows that female students were 48% of the school's enrollment, and they made up 40% of the athletic participants.

- 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: The rosters and data submitted indicate that the school has not met the standard established in prong 2 of the athletic opportunities test during any of the past three school years. The T-2 form in the 2013-14 annual Title IX report shows that no teams for females have been added at any level during the past five 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: Because of the steps taken by the school to address the interest in soccer (program started during the 2014-15 school year), bass fishing (club team started at middle school level), and archery (started as a club sport in 2013-14), it appears the school is currently meeting the standard established in prong 3 for provision of athletic opportunities. School officials were reminded that all additions of sports and sport activities should be documented on the T-3 form.

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

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 October 18, 2001 Title IX school visit report rated this area <i>Deficient</i> stating that the school appeared to have failed to meet the standards established in any of the three prongs of the athletic opportunities test. The November 26, 2006 school visit report also deemed this area <i>Deficient</i> because there was no evidence that any of the prongs of the opportunities test was being met. It was documented in the report that the data submitted on the T-1 and T-2 forms appeared to be inaccurate. More recent information provided by the school indicates that the standard of prong 3 of the opportunities test is currently being met. The school has taken specific steps to address student interest in girls soccer, bass fishing, and archery. Documentation of the continued follow-up in relation to ALL STUDENT INTERESTS SHOULD BE A PART OF THE T-3 FORM. (See detailed explanation for all three prongs of the opportunities test on page 2 of this report.) During the most recent visit, the school's Title IX file was reviewed and found to contain both the previous Title IX school visit reports, all the annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a list of the current members of the Gender Equity Review Committee, game schedules for all school-sponsored varsity teams, written booster club agreement, a school-generated athletic handbook, a facility usage schedule for the gym and weight rooms, written regulations regarding athletic awards and recognition, written designation of locker room and athletic equipment storage space assigned each team, agendas for all Gender Equity Review Committee meetings held during the past two years (see <i>KHSAA Recommended Action</i>), a uniform review, rotation, and/or replacement plan, guidelines for equitable travel and per diem, and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were highly commended for the development and</p>

			maintenance of a comprehensive and well organized Title IX file.
Equipment and Supplies	X		The 2001 Title IX school visit report rendered this benefit category <i>Satisfactory</i> . The 2006 report rated this category <i>Deficient</i> stating there was confusion about which uniforms were made available for review during the school visit, there was no written uniform rotation, review, and/or replacement plan, and spending within this category appeared to favor male athletes. The most recent visit revealed that the school has a uniform review and rotation plan based on a four-year cycle of review for all school sponsored sports except bowling which replaces team shirts each year. Interviews with coaches and student athletes gave a clear indication that this plan was being followed. All the uniforms seen during the most recent visit appeared to be supplied on an equitable basis in relation to both quality and quantity. The information submitted in the 2012-13 and the 2013-14 annual Title IX reports showed that the school was spending approximately \$289 per female athlete and \$200 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the previous Title IX school visit reports judged this benefit category to be <i>Satisfactory</i> . Information provided during the recent visit showed that the number of competitive events scheduled for teams of "like" sports was comparable. All the school's shared practice facilities seemed to be assigned equitably. The importance of scheduling competitive events during the most optimal playing times on an equitable basis was discussed with school officials who were encouraged to continue their attempt to provide parity in this endeavor.
Travel and Per Diem Allowances	X		Both the 2001 and 2006 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2006 report did document the need for development of equitable written regulations and monitoring of expenditures within this category. The school's Title IX file contained a set of written regulations concerning the equitable provision of travel and per diem.

Travel and Per Diem Allowances continued		These regulations are comprehensive in addressing the mode of transportation, and provision of meals and lodging for student athletes. The school's comparative spending within this benefit category could not be fully evaluated because the information provided on the T-35 form in the 2013-14 annual Title IX report was incorrect. (See <i>Support Services and KHSAA Recommended Action.</i>)
Coaching	X	Both the earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2006 report did note that there was a disparity in the number of coaches provided for softball compared to baseball. The principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is used as part of this process. According to the T-35 form submitted in the 2013-14 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports was comparable. According to information submitted in the <i>Coaching</i> column of the T-35 form, the ratio was one coach per eleven participants for female athletes and one coach per eight participants for male athletes. As mentioned earlier in this section, this difference appears to be the result of the disparity shown on the T-35 form in the number of coaches provided for softball (two) compared to baseball (six). (See <i>KHSAA Recommended Action.</i>) Information gathered during the most recent visit revealed that 40% (2/5) of the head coaches of girls teams and 66% (4/6) of the head coaches of boys teams were on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X	The original Title IX school visit report deemed this benefit category <i>Deficient</i> . The major reason for this rating was the disparity between the amenities at the off-campus softball field and the on-campus baseball field. The 2006 school visit report rated this category <i>Satisfactory</i> stating the softball team had moved to a new field closer to the school campus that had similar amenities to those at the baseball field. At that time, transportation to the softball field was provided for players. The most recent visit revealed that the school's

<p>Locker Rooms, Practice and Competitive Facilities continued</p>		<p>baseball field, which is owned by the city parks, is located on property that is adjacent to the high school. The softball field is also owned by the city and is located in Veterans Memorial Park about three-fourths of a mile from the school. According to softball players interviewed and school administrators, <u>no transportation is provided to the facility. It was requested that the Gender Equity Review Committee investigate this situation.</u> A comparison of the two venues showed that the baseball field has a press box while the softball field does not. The baseball field has block dugouts and the dugouts at the softball field are constructed of chain link fence. The softball scoreboard apparently provides more information than the one for baseball. <u>It was requested that the differences in these facilities be addressed on the school's Title IX improvement plan (T-60 form) beginning April 30, 2015.</u> The amenities provided by all other competitive facilities appeared to show parity. All the school sponsored teams are assigned to a dressing room. Although several of the dressing rooms are shared, they seem to be assigned equitably. The amount of athletic equipment storage space has been increased since the 2006 school visit and apparently was assigned with provision of equity as a priority.</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i>. The 2006 report documented that the school had three weight training rooms to which female access appeared to be provided, but there were no written usage schedules. The most recent visit revealed that the school still has three weight training rooms. Weight room 1 located in the stadium is used only for football. Weight room 2 is a state of the art fitness facility in the school building. Weight room 3 is located at the gym. Weight rooms 2 and 3 are shared by all teams, and have ample equipment options for female athletes. <u>There were equitable usage schedules for weight rooms 1 and 2 in the Title IX file, but they were not posted at the facilities. UPON RECEIPT OF THIS REPORT, THE USAGE SCHEDULES ARE TO BE POSTED AT WEIGHT ROOM 1 AND WEIGHT ROOM 2.</u> An athletic trainer is provided equitably on a daily basis through a contract with Nova Care. On a designated day in July, Nova Care provides free physical examinations for any Newport student athlete.</p>
<p>Publicity</p>	<p>X</p>		<p>The 2001 and 2006 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The school currently has one cheerleading squad which is assigned to cheer at all home, away and post season football games. During basketball season, the squad cheers at all home and post season games for both the boys and girls teams. The full band performs at all home football games. The pep band performs at an equal number of home boys and girls basketball games as monitored by the school's principal. The Title IX file contained an excellent set of written regulations for this benefit category that specifically addressed the posting of banners for athletic recognition, the provision of athletic awards and banquets, the retirement of athletic jerseys, and the criteria for induction into the school's athletic hall of fame. The spending in this category could not be evaluated because the amounts submitted on the T-35 form appeared to be budgeted amounts rather than actual expenditures. Information provided during the visit confirmed</p>

			these figures were incorrect. (See <i>Support Services</i> and <i>KHSAA Recommended Action</i> .)
Support Services		X	<p>The 2001 Title IX school visit report designated this benefit category <i>Satisfactory</i>. The 2006 report rated the category <i>Deficient</i> stating that total athletic expenditures had favored male participants for the previous two years. The school currently has one athletic booster club which houses all its funds outside of school accounts. The school does have a written agreement with the booster club, and there is a mechanism in place that requires all booster expenditures to be approved by the school district's financial officer. The school's spending for total athletic support could not be completely evaluated because expenditures on the T-35 form submitted in the 2013-14 annual Title IX report were either incomplete or incorrect. Since a comprehensive evaluation was not possible, this benefit category is rendered deficient. (See <i>Travel and Per Diem Allowances</i>, <i>Publicity</i> and <i>KHSAA Recommended Action in relation to reoccurring deficiencies</i>.)</p> <p>Note: It should be emphasized that this is a re-occurring area of deficiency, but the deficiency is assessed for a different reason than it was in the November 27, 2006 Title IX school visit report. At that time, the school was deficient primarily because athletic spending favored male athletes. The category is currently deficient because the school failed to submit accurate and/or complete expenditures in two of the T-35 columns—<i>Travel</i> and <i>Awards</i>.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		

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

The school's most recent T-60 forms call for the following:

- improving coaching accessibility for female athletes;
- balancing the expenditures for male and female athletes;
- offering a new female sport;
- monitoring athletic booster spending for the provision of parity;
- providing a weight training room that is equally accessible to all athletes.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one major deficiency designated as a result of the February 12, 2015 school visit relates to the failure of the school to provide accurate and complete expenditures on the T-35 form which made evaluation of *Support Services* impossible. (See *Support Services, Travel and Per Diem Allowances, and Publicity* and *KHSAA Recommended Action in relation to reoccurring deficiencies.*) There were also some "areas of concern" in relation to provision of equitable access to coaching (see *Coaching* and *KHSAA Recommended Action*) and the keeping of written minutes for all Gender Equity Review Committee meetings. (See *Accommodations of Interests and Abilities* and *KHSAA Recommended Action*).

7. KHSAA Recommended Action in relation to new deficiencies

Although no new deficiencies were designated in the body of this report, it is requested that the following opportunity and benefit categories be addressed in an effort to prevent the development of future deficiencies.

(Accommodation of Interests and Abilities) On or before April 27, 2015, the school is to submit to KHSAA written minutes for at least one Gender Equity Review Committee meeting held after February 13, 2015. The minutes for this meeting should be signed by the members in attendance. Minutes should continue to be kept for all future GERC meetings.

(Coaching) On or before April 27, 2015, the school is to submit to KHSAA a written plan to equalize the accessibility to coaching for female athletes. This plan should include, but not be limited to, steps being taken to reduce difference in ratio of participants per coach between male and female athletes. A special emphasis should be placed on the number of coaches for the baseball teams compared to the softball teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

(Support Services) On or before April 27, 2015, the school is to submit to KHSAA a complete and correct T-35 form for the 2013-14 school year. (School officials are reminded that this document will list expenditures for the 2012-13 school year.) A special emphasis should be placed on providing correct expenditures in the Travel and Awards columns.

It does appear that the school has addressed the deficiency designated in the 2006 school visit report in the area of *Accommodation of Interests and Abilities* by providing evidence that prong 3 of the athletic opportunities test is being met.

Current documentation also indicates that the deficiency designated in the benefit category of *Equipment and Supplies* assessed in the 2006 school visit report has been addressed by the development and implementation of an equitable uniform review, rotation, and/or replacement plan.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Matthew Schmitz, 900 E. 6th St., Newport, KY 41071
(859) 292-3023

District Level Title IX Coordinator: Kathi Baldwin, 900 E. 6th St., Newport, KY 41071
(859) 292-3023

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502)545-3393
David Lynam	Student Athlete	(859) 292-3023
Nekko Beal	Student Athlete	(859) 292-3023
Jeremy Zeigler	Boys and Girls Track Coach	(859) 292-3023
Joe Hornback	Girls Basketball Coach	(859) 292-3023
Kathi Baldwin	District Title IX Coordinator	(859) 292-3023
Tony Watts	Principal	(859) 292-3023
Matthew Schmitz	Athletic Director	(859) 292-3023

9. Comments

School officials were commended for the vast improvements made in documentation of provision of equitable opportunities and benefits since the 2006 Title IX school visit.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 pm EST.