



**KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT**

KHSAA Form T76
Rev..11/16

School:	Newport Central Catholic
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 2, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The January 30, 2007 Title IX school visit report rated the accommodation of student interest and abilities *Satisfactory* because the standards established by all three opportunities tests were being met. The January 14, 2014 school visit report rated this area *Satisfactory* because the standard established by Test 3 was being met. A review of the school's annual reports for the past two years show that in 2017-18 it appeared the standard of Test 1 was met, and in 2018-19 Test 3 was met. The school failed to meet Test 3 in 2017-18 because the student athletic interest survey was not administered as required. The survey was administered in 2018-19, and the T-3 form in that report shows all the indicated student athletic interests are currently being addressed by the school. Therefore, it is likely that Test 3 is being met. The T-63 form in the most recent student athletic interest survey shows that a 97% completion rate was received. DURING THE MOST RECENT SCHOOL VISIT, THE ATHLETIC DIRECTOR, PRINCIPAL, AND THE GENDER EQUITY REVIEW COMMITTEE WERE TOLD THAT TWO MAJOR FACTORS FOR ADDRESSING EQUITABLE PROVISION OF OPPORTUNITIES TESTS ARE THE ACCURATE SUBMITTAL OF TEAM ROSTERS AND THE PROPER ADMINISTRATION OF THE STUDENT ATHLETIC INTEREST SURVEY. During the 10/02/19 visit, the school's Title IX file was examined. It was found to contain all the previous Title IX school visit reports, annual Title IX reports for the past two years, an extra service pay schedule for coaches (see *Coaching*), a list of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, a school-generated athletic handbook for coaches, and a handbook for student athletes, facility usage schedules for the weight training room and gym. (See *Scheduling of Games and Practice Time and KHSAA Recommended Action.*)The file also contained regulations addressing recognition of athletic accomplishments (see *Publicity and KHSAA Recommended Action*), designation of the locker room and athletic equipment storage space assigned each team, minutes for one Gender Equity Review Committee meeting (see *KHSAA Recommended Action*), a uniform review, rotation, and/or replacement plan, and guidelines addressing the equitable provision of travel and per diem (see *Travel and Per Diem Allowances*). The school's athletic director was commended for the development of guidelines and regulations addressing the equitable provision of opportunities and benefits for student athletes. The athletic director and GERC were reminded of the need to review and update these regulations annually.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending		X

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: Both the 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. All the uniforms reviewed during the most recent visit appeared to be of high quality and supplied in equitable quantities. The uniform review, rotation, and/or replacement plan seen during the visit showed equitable replacement cycles for all “like” teams at the school. Interviews with student athletes gave strong indication that this plan was being followed. The 2017-18 and 2018-19 annual Title IX reports show that \$19.50 per female athlete and \$66 per male athlete was spent for equipment and supplies. The difference is outside of generally accepted parameters for the provision of parity. SPENDING FOR EQUIPMENT AND SUPPLIES SHOULD BE CHECKED FOR ACCURACY AND MONITORED FOR EQUITABLE PROVISION OF BENEFITS.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities		X
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of “like” sports showed parity. There were usage schedules for two of the athletic facilities shared for practice times by gender—the gym and weight training room—which appeared to show equitable access. A third shared facility was the soccer practice field for which no schedule was provided. Interviews with student athletes indicated that the girls’ soccer team “almost always” received the “late” practice times at this venue. (See *KHSAA Recommended Action*.) The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for parity in this endeavor.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation		X
Provision for meals and housing	X	
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The most recent visit revealed that the school has specific regulations addressing equitable mode of transportation and the provision of meals and lodging for student athletes. Upon receipt of this report, it is requested that the Gender Equity Review Committee examine the regulations regarding the mode of transportation and expand it to be more specific about when school-owned buses are used and how they are paid for , and additionally, to specify the rules for parental transport of athletes. The 2017-18 and 2018-19 annual Title IX reports show that \$25 per female athlete and \$22 per male athlete was spent for travel and per diem.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation		X
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The school's principal is responsible for the evaluation of all head coaches. A written instrument is not currently being used as part of this process. A review of the extra service pay schedule for coaches showed parity in regard to amounts paid and the number of coaches compensated except in the case of boys and girls soccer. The girls' soccer coaches appear to be compensated more than the boys. It is noted here that girls are the underrepresented gender at the school, but the reason for this disparity needs to be explained. (See *KHSAA Recommended Action*.) A review of the T-35 form in the 2018-19 annual Title IX report shows that the total amounts spent for salaries for teams of "like" sports were comparable except for baseball (\$3,600—3 teams) and softball (\$7,600—2 teams). School administrators stated that the coaching salaries listed for baseball and softball were in error. (See *KHSAA Recommended Action*.) According to information gathered during the most recent visit, the coaching ratio for female athletes is 8.75 participants per coach, and the ratio for male athletes is 9.2 Data provided by the school's athletic director indicated that 22% (2/9) of the head coaches of girls teams and 33% (3/9) of the head coaches of boys teams are on-campus employees.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit indicated that several of the practice and competitive athletic venues are off the school campus. The softball field is at Veterans Park about two miles from the school. The baseball field and soccer complex are at Moscher Park about 6 miles from the campus. The football team competes at the Newport Stadium located one mile from the school. The amenities at the softball and baseball facilities show relative parity with the softball field having a slight advantage. The boys and girls soccer teams use the same practice and game field. The cross country teams practice in the general area around the school, and all their competitions are away. The track team practices, primarily, in the school parking lot, and all their competitions are also away. The school has two dressing rooms in the gym. One dressing room is used by all male teams, and the other is used by all female teams. Although the male dressing room is slightly larger, the two areas seem to have similar amenities. The amount of equipment storage space is limited at the school, but all teams have an assigned storage area. These spaces appear to be assigned with the size of the teams and the proximity to their competitive facilities as priorities.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The most recent visit revealed that the school has a large, well-maintained, and very well-equipped weight training room. This facility contains numerous training options that are suitable for female athletes. An equitable usage schedule for this venue was in the Title IX file and posted at the facility. Interviews with student athletes confirmed equitable female access. An athletic trainer is equally accessible to all student athletes on a daily basis through a contract with St. Elizabeth's Hospital which also gives free athletic physical exams for any student on two designated days (one-summer, one-fall) each year.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: Both the two most recent Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that cheers at all home and away football games and all home boys' and girls' basketball games. The school does not have a band at this time. The Title IX file contained equitable regulations addressing the posting of banners for athletic recognition and the provision of athletic awards for achievement and participation. It is requested that regulations be developed and implemented in regard to equitable provision of post season banquets and selection of inductees for the school's Athletic Hall of Fame. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 annual Title IX reports show that \$6.50 per female athlete and \$7.50 per male athlete was spent for awards and recognition.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	NA	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The 2007 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The school has four offices for coaches at this time. One large office is shared by boys and girls basketball. Exclusive office space is assigned for volleyball, softball, and football. According to school administrators, there are no active booster clubs supporting school teams. A major source of funds is an athletic fee charged to each participant. This fee is currently \$75 per sport with a maximum of \$150 per student. The fee structure appears to be equitable. A review of athletic spending for the past two years shows that in school years 2016-17 and 2017-18, the per athlete expenditures have favored female athletes who are designated as the underrepresented gender in athletics at this school. School officials were again cautioned to make sure all expenditures reported on the T-35 form are accurate and complete. (See *Coaching and Equipment and Supplies and KHSAA Recommended Action*.)

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
No deficiencies were designated as a result of the October 2, 2019 Title IX school visit.		

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
No deficiencies were designated as a result of the January 14, 2014 Title IX school visit		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Accommodation of Interests and Abilities) The school is to submit to KHSAA minutes for at least <u>three</u> Gender Equity Review Committee meetings held during the 2019-2020 school year.	On or before <u>April 24, 2020</u>
(Coaching) The school is to submit to KHSAA a written explanation of the disparity in salaries for boys' and girls' soccer coaches. The school is to submit to KHSAA the total amounts spent for coaching salaries for the baseball and softball programs for the 2018-19 school year.	On or before <u>December 17, 2019</u> On or before <u>December 17, 2019</u>
(Scheduling of Games and Practice Times) The school is to submit to KHSAA a usage schedule for the soccer practice field showing equitable access for teams using that venue.	On or before <u>December 17, 2019</u>
(Publicity) The school is to submit to KHSAA a written regulation for this benefit category that address the equitable provision of post season banquets for student athletes. The school is to submit to KHSAA a description of the steps/criteria of the process for induction into the school's Athletic Hall of Fame including a list of the selection committee members.	On or before <u>December 17, 2019</u> On or before <u>December 17, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Luke H. Wiles	Student Athlete
Annie Heck	Student Athlete
Ralph Meyer	Girls Basketball Coach
Katrina Hiebiccki	Cross Country/Track and Field Coach
Stephanie Piegols	Assistant Principal
Ron Dawn	Principal
Dianne Heck	Parent
Jeff Schulkens	Athletic Director

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445) during the visit. The plan presented was very comprehensive and venue-specific as requested by the statute.

School officials were also asked to identify the locations of any Automated External Defibrillators available at the school. It was learned that there is a permanent AED on the wall of the main school office. There are three portable AEDs. They are in the concession stand at the baseball/soccer complex, in the concession stand at the softball complex, and another portable AED is transported by the athletic trainer to athletic venues.

No one from the community attended the Public Comments session. The school's athletic director was commended for the preparation for the school visit. The meeting was adjourned at 3:17 pm EDT.