



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

(For schools re-visited during the 2008-2009 school year)

School: **Oldham County High School**
 Prepared By: **Reba Woodall**
 Date of Re-Visit: **February 18, 2009**
 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)

	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 data submitted by Oldham County High School, it appears the school has not met the standards for Test-1, Test for Substantial Proportionality, for the 2007-2008 school year.

- 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 Oldham County High School, it appears the school has not met the standards for Test-2, Test of History and Continuing Practice of Programs Expansion, for the 2007-2008 school year.

- 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 Oldham County High School, it appears the school has met the standards for Test-3, Test for Full and Effective Accommodation of Interests and Abilities, for the 2007-2008 school year.

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 in 2007-2008 had a return rate of 81% which meets the KHSAA requested 80%.

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 information provided by the school, Oldham County High School has met the standard for Test 3 for the 2007-2008 school year. The possibility of meeting the standards for all tests each year was discussed in the Gender Equity Committee meeting. The need to meet the standard of one test each year was also addressed at the meeting. The school offers all of the KHSAA sanctioned sports for both males and females. They not only offer all varsity sports but numerous junior varsity and freshman teams. The Student Interest Survey had an 81% return rate. Proper survey recipients (8th graders) and interest investigation procedures were discussed during the Gender Equity Committee meeting.</p> <p>The school's Permanent Title IX File consisted of annual reports, meeting minutes for the last two years, handbooks for coaches and athletes, surveys, schedules, and locker room assignments. The first on site visit occurred in 2000. Since that time the KHSAA has requested schools produce a number of guidelines/policies for Title IX equity and school documentation. The school will need to produce those they do not have. The need for these policies was discussed with the Title IX Coordinator and during the Gender Equity Committee meeting. All district policies and plans that affect Title IX should be included in the school's Permanent Title IX File.</p>
Equipment and Supplies	X		<p>Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. The school does not have a written uniform replacement policy/guideline. The school Title IX Coordinator should conduct an inventory of all uniforms used by all teams and all levels of teams. With this information and discussion with all head coaches, the School Administration and the Gender Equity Committee should develop a uniform replacement policy that reflects the needs of the school's athletic teams. Each head coach should be given a</p>

Equipment and Supplies Cont'd.			<p>copy, and a copy kept in the Permanent Title IX File. A copy should also be sent to the KHSAA.</p> <p><u>The school does not have written equipment inventories on file. The coaches should complete these and give a copy to the Athletic Director each year. A copy should be kept in the Permanent Title IX File.</u></p>
Scheduling of Games and Practice Time	X		<p>Oldham County High School was in compliance for Prime Dates for girls' basketball during the 2007-2008 school year. The 2008-2009 schedule will be checked at the end of the season for current compliance. The school has a written schedule for all indoor facilities. The Athletic Director explained that no sports overlapped that practiced outside. There should be a schedule that includes all outdoor facilities for clarification of scheduling especially when sports with both gender teams use the same facility; such as boys and girls' soccer, boys and girls' tennis, etc. The Athletic Director has a complete calendar for all competitions on the wall in his office.</p> <p><u>The schedule of the girls' and boys' basketball games and practices will be addressed in the benefit area, Locker Rooms, Practice and Competitive Facilities.</u></p>
Travel and Per Diem Allowances	X		<p>At this time the school follows the KHSAA guidelines for post season travel expenses with Board approval. It appears that some parents provide some pre-game meals. The School Administration and Gender Equity Committee should gather all information pertaining to travel (use of buses, vans, parents, waivers, etc.) and per diem (meals purchased, meals made by parents, etc.) and consolidate this into one written guideline that reflects equity for all teams. A copy of this guideline should be given to all head coaches, and a copy kept in the Permanent Title IX File. A copy should also be sent to the KHSAA.</p>

Coaching	X		<p>The coaching salaries appear equivalent. The numbers of coaches per team were equivalent. There were 10 coaches out of 19 off campus. Of those ten, seven were coaches of female teams. Various types of concessions for the off campus coaches were addressed in the Gender Equity Committee meeting. This lack of accessibility was also discussed with the understanding that this asset will be considered when hiring new coaches for female teams. The Permanent Title IX File included a Board approved salary schedule. <u>The school should add an explanation on how the salary for Para-professionals is calculated.</u></p>
Locker Rooms, Practice and Competitive Facilities		X	<p>Oldham County High School has two gymnasiums. The girls' basketball team uses one exclusively. There is a locker room and a coach's office located in the building, which is adjacent to the main school building. A storage area is also located there. The second gymnasium is located in the main building. This gym is used by the volleyball team and the boys' basketball team. There is a locker room for the boys' basketball team and the volleyball team uses a physical education locker room. The two gymnasiums are not equivalent. The seating, the floor, the lighting are very poor in the gymnasium used by the girls team when compared to the gymnasium used by the boys. For the 2009-2010 basketball season, the school must schedule all competitions in the gymnasium currently used by the boys' team and rotate practices. The gymnasium currently used by the girls' team can be used for practices on a rotating basis. The school will have to reassign locker rooms also. The school must arrange office space for the girls' basketball coach comparable with the boys' basketball coach. At the time of the Revisit the girls' coach's office had a broken window, no working phone line, no working computer, and steps that appeared unsafe. The boys' coach's office did not have any of these problems.</p> <p>After the first on site visit in 2000 the school received a deficiency in this benefit area. At that time they needed to upgrade the softball</p>

<p>Locker Rooms, Practice and Competitive Facilities Cont'd.</p>		<p>field with lights, scoreboard and press area. The school included these changes on the Corrective Action Plans. The CAPs showed that all of these things were completed by 2005. The school is in the process of improving the baseball field which was not mentioned on the 2007-2008 Corrective Action Plans. At the time of the Re-visit the baseball field had new permanent bleachers, two outdoor batting cages, new dugouts, and new backstop fencing. When this is finished the baseball field and softball field will not be equivalent. The school must make plans to improve the dugouts, bleachers, and backstop fence for the softball field. Also when a press box is built for one field there should be one built for the other.</p> <p>The school has two field houses. One is located beside the football stadium and near the baseball field. The other one is located beside the soccer field and softball field. The field house by the soccer field has two locker rooms with half lockers, two offices, and two restrooms that are used for the teams as well as the public. One of the locker rooms was assigned to the boys' soccer team, and the other one was assigned to the softball team and the girls' soccer team. The lockers in the softball/girls soccer locker room are too small for the softball equipment. After discussion with the softball coaches about possible solutions, School Administration should make plans for correcting this situation. There are no telephone lines in this field house and that needs to be corrected as soon as possible. The field house beside the football stadium has two locker rooms. One large one for football and another one for baseball and visiting football teams. There are storage areas for both football and baseball. One coaches office, one meeting room and another room that is used for a weight room.</p> <p>The track has six lanes and is in good shape. There is storage area assigned to track. There are five tennis courts with fencing and a small storage building. The courts are in excellent condition.</p> <p>The school has a written locker room and</p>
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Locker Rooms, Practice and Competitive Facilities Cont'd.			<p>storage assignment sheet. It appears that not all teams have a locker room or storage area.</p> <p>Three boys' teams and one girls' team have their own locker rooms with exclusive use.</p> <p>The School Administration should evaluate and reassign locker rooms and storage space so that each team has an assigned space, keeping in mind that exclusive use of a locker room is an added benefit in this area. When completed, a copy of the new assignment sheet should be given to each head coach, a copy placed in the Permanent Title IX File, and a copy sent to the KHSAA.</p>
Medical and Training Facilities and Services	X		<p>A trainer is available daily and the main training room is adjacent to the gymnasium in the main building. The training room has water, ice, whirlpool, and computer available.</p> <p>There were two main weight rooms. The weight room in the field house by the football stadium had a rubberized floor, and approximately ten stations. There were no light weight bars, few light weight plates, no light weight dumbbells, and no small weight belts observed. The second weight room in the main school building had two light weight bars, three light weight dumbbells, few light weight plates, and no small weight belts. The girls' basketball team did have some equipment located in the gymnasium assigned to the team. Both of the main weight rooms need extra equipment for female athletes. The School Administration should explore adding the necessary equipment and produce a plan for equity in the school's weight rooms. A copy of this plan should be sent to the KHSAA.</p> <p>The weight rooms' usage schedules were not posted.</p>
Publicity	X		<p>Oldham County High School is in the process of producing media guides for all three sport seasons. The school has a web site that includes an athletic calendar with plans to expand web site athletic information. The school has a fall and a winter pep rally but none in the spring. School announcements include competition results and sport recognitions.</p>

Publicity Cont'd.		<p>The school has one cheerleading squad that performs at all football games, and boys and girls basketball double headers. The pep band plays at all boys and girls basketball double headers and the marching band performs at all football games. The dance team performs at all home football games, and home boys and girls' basketball double headers.</p> <p>The school has guidelines for receiving letters and bars. The School Administration and Gender Equity Committee should produce a written recognition policy/guideline that should include all types of athletic recognition. This should include but not be limited to; letters and bars, banners, pictures, charts, trophy displays, retired numbers/jerseys, banquets, rings, etc. A copy of this should be given to each head coach, a copy placed in the Permanent Title IX File, and a copy sent to the KHSAA.</p>
Support Services	X	<p>The school has a general athletic fund which is supported with gate receipts. The Athletic Director is in charge of this fund. The school mainly uses this fund for payment of all travel and officials for all sports. Each sport has an in house account. There is one booster club which has an off campus account. At the time of the Re-visit there was no written booster club agreement. The Athletic Director and School Administration should have a written booster club agreement that includes financial reports, and a process that has advanced approval by the administration for spending. A copy of this should be placed in the Permanent Title IX File, and a copy sent to the KHSAA.</p> <p><u>All spending by the district, school, and booster club must be reported yearly on the Annual Report.</u></p> <p>The Gender Equity Committee can monitor spending by reviewing the T-35 and T-36 Budget forms in each Annual Report sent to the KHSAA by April 15 of each year.</p> <p>School Administration must review assigned coach's offices with particular attention to the girls' basketball coach's office. The difference in the offices for the</p>

Support Service Cont'd.			girls and boys coaches is enormous. Changes need to be made before next school year. The School Administration should survey all coaches to ascertain which offices are being used by which coach. It was learned during the interview sessions that the girls' soccer coach is using the softball coach's office and not the one assigned to the soccer coach.
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)

At the time of the first On Site Visit in 2000, one deficiency was given. That deficiency was in the Locker room, Practice and Competitive facilities benefit area. The Corrective Action Plan following the visit included the items stated in the deficiency. They were completed by 2005. Additional plans included a new locker room and restroom facility at the softball, and soccer fields. Re-visit observation showed completion of the identified action.

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

The major observed deficiency pertained to the baseball field/softball field and the two gymnasiums used for boys and girls basketball. The new upgrades to the baseball field show an inequity in the dugouts, backstop fence, and bleachers at the softball field. The gymnasium used for boys' basketball is in overall better condition than the gymnasium used for girls basketball.

See Attached E-mails & minutes

7. **KHSAA Recommended Action in relation to new deficiencies**

The following are not considered deficiencies at this time, but must be addressed and included on the Corrective Action Plan in the 2009-2009 Annual Report.

12/15 addressed - not finished 12/15

1. Please submit to the KHSAA by **May 15th, 2009** a copy of a school recognition policy/guideline for all athletics. A copy should be provided to each head coach and a copy must be kept in the school's Permanent Title IX File.

2. Please submit to the KHSAA by **May 15th, 2009** a copy of a uniform replacement policy/guideline. A copy should be provided to each head coach and a copy must be kept in the school's Permanent Title IX File.

3. Please submit to the KHSAA by **May 15th, 2009** a copy of a policy/guideline that includes all regulations required by the Board of Education, KHSAA, or school that pertains to any and all travel and per diem benefits for athletes. A copy should be provided to each head coach and a copy must be kept in the school's Permanent Title IX File.

12/15 addressed but not finish

4. Please submit to the KHSAA by **May 15th, 2009** a copy of an updated locker/storage area assignment sheet. A copy should be provided to each head coach and a copy must be kept in the school's Permanent Title IX File.

5. Please submit to the KHSAA by **May 15th, 2009** a copy of a plan for secure storage for softball equipment. A copy should be given to the head softball coach and a copy must be kept in the school's Permanent Title IX File.

12/15 addressed but not finished

6. Please submit to the KHSAA by **May 15th, 2009** a copy of a plan and timeline for weight room changes to ensure equity for female athletes. A copy should be given to all head coaches and a copy kept in the school's Permanent Title IX File.

12/15 addressed

7. Please submit to the KHSAA by **May 15th, 2009** a copy of a plan for an improved girls' basketball coach's office. A copy should be given to the head coach of the girls' basketball team and a copy kept in the school's Permanent Title IX File.

12/15 addressed not finished

8. Please submit to the KHSAA by **May 15th, 2009** a copy of a signed booster club agreement. A copy should be given to the booster club President and a copy kept in the school's Permanent Title IX File.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

Although the issues in the deficiency for the Locker room, Practice and Competitive Facilities are new, the benefit area is the same as the first deficiency in 2000; therefore the requested actions are placed here. These should be included on the Corrective Action Plan in the 2008-2009 Annual Report.

1. On or before May 15th, 2009, school personnel are to submit to the KHSAA a proposed schedule for both boys and girls basketball usage of the gymnasium in the main school building.

*Dec 16, 09 -
in progress*

2. On or before May 15th, 2009, school personnel are to submit to the KHSAA a plan, including a time line for completion, to upgrade the softball field with new dugouts, bleachers, and a backstop fence.

*Dec 16, 09 -
in progress*

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Matt Watkins

District Level Title IX Coordinator: Anne Coorssen

Name	Title	Telephone
Larry Just	Girl's Basketball Head Coach	502-222-9461 ext. 111
Kim McElhinny	Student Athlete - softball	502-222-9461
Matt Brown	Football Head Coach	502-222-9461 ext. 110
Joe Mallek	Student Athlete – Track/XC	502-222-9461
Brent L. Deaves	Principal	502-222-9461
Kellie Whitford	Teacher	502-222-9461 ext. 239
Matt Watkins	Assoc. Principal/AD	502-222-9461 ext. 324
Amy Zuccaro	Teacher	502-222-9461 ext. 165
Anne Coorssen	OCBE Legal Counsel	502-241-3500
Jenny McCarty	KHSAA Auditor	502-223-6965
Reba Woodall	KHSAA Auditor	859-299-5472

10. Comments

Oldham County High School was well prepared with documentation, facility access, and school administration help for the KHSAA Re-visit. The athletic department has good facilities that appear to be well maintained. The school has been given one deficiency and is aware of necessary actions needed to eliminate the deficiency. Oldham County High School has students, community members and school personnel that are willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes.

A quorum was present for the Gender Equity Committee Meeting.

Two parents attended the Public Forum; Mrs. Jennifer Wishnevski and Joseph A. Rush.

The meeting was adjourned at 5:40.

The KHSAA Audit Team left the school at 5:45.