



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Oneida Baptist Institute**

Reviewed By: **Gary W. Lawson**

Date of Visit: **October 16, 2003**

Telephone Number of Reviewer: **(502) 875-3817**

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). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance? Yes No

Were the calculations performed correctly? Yes No

Comments:

According to the data submitted by school personnel, the standards for this test have been met each of the last four school years. The data indicates that, in relation to athletic participation, males are the under represented sex.

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

Were the calculations performed correctly? Yes No

Comments:

According to data submitted by the school, no athletic team (participation opportunities) has been added in 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

Were the calculations performed correctly? Yes No

Comments:

According to the responses given on the Form T-3 in the school's most recent submittal, the school did not meet the standards of this test. After discussion with school personnel about the proper method of interpreting student survey results, it does appear that the school met the standards established in this test.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments:

It appeared that the student body was surveyed properly and school personnel are to be commended for receiving a 100% return rate on the survey.

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

| Benefit to Students | Satisfactory | Deficient | Comments |
|---|---------------------|------------------|--|
| Accommodation of Interests and Abilities | X | | The school's Title IX file was inspected by the KHSAA Audit Team and was found to be in good order. It appeared that the school has met the standards established in Test #1 for opportunities consistently over the past four years. After KHSAA Auditors explained the proper method of interpreting student survey results, it appeared that they also clearly met the standards of Test #3 in 2002-2003. The proper development of, and follow up to, a Corrective Action Plan was discussed with school personnel. School personnel have recently added students to its Gender Equity Review Committee. |
| Equipment and Supplies | X | | The visit showed that the school provides an average to high quality of uniform and equipment for all athletes. No booster clubs are involved in the purchase of equipment or uniforms. There appeared to be adequate storage area for all athletic equipment. The school has a written uniform replacement plan based on a six-year rotation. |
| Scheduling of Games and Practice Time | X | | All the school athletic facilities that are shared appear to be shared equitably. "Prime time" scheduling for girls' basketball was discussed. According to the 2003-2004 basketball schedule, 40% of their home games are scheduled in "prime time". According to the 2003-2004 boys' basketball schedule, 11% of their home games are played in "prime time". School personnel were requested to work toward a consistent 50% of their girls' games being played in "prime time". |

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|--|----------|--|---|
| Travel and Per Diem Allowances | X | | The meal money allotment system instituted by school personnel appears to be equitable. All school transportation for athletes is now done by school buses, not vans, as was indicated in the 1999-2000 report. |
| Coaching | X | | As of the 2003-2004 school year, all head coaches of varsity sports are paid a \$500 salary supplement by the school district. All assistant coaches are paid a \$250 supplement. According to the 1999-2000 report, 100% of the girls' coaches are on-campus coaches. |
| Locker Rooms, Practice and Competitive Facilities | X | | Although some of the school's athletic facilities appeared to be in need of general upgrading, there does not seem to be inequity in their usage. The school has two gyms and, on first appearance, it seems the gym that the boys' basketball team practices in most of the time is of superior quality to the gym used most of the time by the girls' team. KHSAA Auditors questioned the current boys' basketball coach, the current girls' coach, and a current girls' basketball player about this arrangement. Because of the unique situation at Oneida Baptist (most of the school's students live on campus in dorms), the girls choose to use this gym rather than switching with the boys' teams. Their two main reasons were that the girls' gym is air-conditioned and also it is directly adjacent to the girls' dormitory. After discussing this situation with the Gender Equity Review Committee, it does appear that this arrangement is desirable for the girls' team and coaches. |
| Medical and Training Facilities and Services | X | | The local chiropractor maintains his office at the school. He trains one student trainer for each sport each year. The school has two small weight rooms, neither of which is used by athletes at the school. |

| | | | |
|---|----------|--|--|
| Publicity | X | | It was suggested that the school have a written policy for the display of athletic recognition at the school. Cheerleading was discussed. The school currently has one cheerleading squad which cheers at all home girls' and boys' basketball games and an equal number of selected away games for each team. |
| Support Services | X | | Booster clubs were discussed. There is currently a written school policy that no athletic booster clubs are allowed. The school budget reports were analyzed by KHSAA Auditors. It appears that the school has consistently spent more funds per athlete on girls than on boys over the past three years. |
| Athletic Scholarships | X | | |
| Tutoring | X | | |
| Housing and Dining Facilities and Services | X | | |
| Recruitment of Student Athletes | X | | |

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

The school's most recent Corrective Action Plan calls for investigating the feasibility of forming a field hockey team, renovating locker rooms, and forming a girls' soccer team.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There was not a major deficiency relating to equity observed during the school visit.

7. Facility Recommendations or Concerns

As mentioned earlier, while there does appear to be a need for general upgrading of several facilities, the use of these facilities does not appear to be inequitable.

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:

(Selection of Cheerleaders) On or before **April 15, 2004**, school personnel are 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 sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2004**, school personnel are 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 2004-2005 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: Larry Gritton

District Level Title IX Coordinator: Larry Gritton

| Name | Title | Telephone |
|---------------------|-----------------------|-------------------------|
| Gary W. Lawson | KHSAA Audit Team | (502) 875-3817 |
| Fran Edwards | KHSAA Audit Team | (859) 277-0746 |
| Myrtle Cooke | Guidance Counselor | (606) 847-4111 |
| Dan Stockton | Principal | (606) 847-4111 |
| Billie Faye Hoover | Admissions Director | (606) 847-4111 |
| Pam Contreras | High School Secretary | (606) 847-4111 |
| Judy Lawson | Dean of Students | (606) 847-4111 |
| Larry Gritton | Athletic Director | (606) 847-4111 |
| Megar Travis | Student Athlete | (606) 847-4111 |
| Justin May | Student | (606) 847-4111 |
| Wesley E. Underwood | School President | (606) 847-4111 Ext. 202 |
| Reba Woodall | KHSAA Audit Team | (502) 535-6314 |

10. Comments

No one from the community attended the public comment session. The meeting was adjourned at 6:15 p.m.