



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

(For schools re-visited during the 2011-2012 school year)

School: Oneida Baptist Institute
 Prepared By: Gary W. Lawson
 Date of Re-Visit: February 2, 2012
 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

Corrective Action Plan Summary Charts (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

Comments: According to data and calculations submitted on annual reports to KHSAA, the school has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years.

- 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 data and calculations submitted by the school indicate that the standard established in Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The 2010-11 annual report documents that no new teams for either gender at any level has been added 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: The responses and data submitted in the annual reports show that the school has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The results of the most recent student athletic interest survey appear to support the responses 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

Comments: Documentation in the 2009-10 annual report indicates that the school received an 80% return rate on its most recent student athletic interest survey.

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 16, 2003 audit report stated that the school was meeting the standard established in both Test 1 and Test 3 for provision of athletic opportunities at that time. Information in the annual reports for the past three years indicate that the standards established in both Tests 1 and 3 are still being met in relation to female athletes. The school currently offers nine total team opportunities for female participation and eight for male participation. A KHSAA representative reviewed the Title IX file. It was found to contain the original Title IX audit report from October 16, 2003, all the annual reports for the past five years, a board-approved salary schedule for coaches, a current listing of the members of the Gender Equity Review Committee, current game schedules for all school sponsored sports, a comprehensive school-generated athletic handbook, a written facilities usage schedule for all shared athletic facilities, written guidelines regarding awards and recognition of athletic accomplishments, written designation of locker room and athletic equipment storage space assigned each team, a written uniform review, rotation, and/or replacement plan, and written guidelines relating to provision of travel and per diem. (See Travel and Per Diem and KHSAA Recommended Action.) School officials were commended for the development and maintenance of a comprehensive Title IX file. This file did not contain any written minutes for Gender Equity Review Committee meetings. Scheduling calendars and agendas suggested some meetings had taken place. <u>It was reiterated to school administrators that a minimum of three Gender Equity Review Committee meetings should be held each year and written minutes are to be kept in order to document the proceedings and verify that the meetings took place.</u> (See KHSAA Recommended Action.)</p>

Equipment and Supplies	X		<p>The October 16, 2003 audit report rendered this benefit category to be satisfactory stating that the school had a uniform review, rotation, and/or replacement plan based on a six-year cycle. The recent visit showed the school still uses the plan which is now based on a five-year cycle. All the uniforms and equipment seen during the visit was of high quality and appeared to be provided equitably. According to the 2009-10 and 2010-11 annual reports submitted to KHSAA, the school was spending approximately \$13 per female athlete and \$39 per male athlete for equipment and supplies. <u>School officials were alerted to the fact that spending within this category should be closely monitored for the provision of parity.</u></p>
Scheduling of Games and Practice Time	X		<p>The October 16, 2003 audit report rated this benefit category as satisfactory stating the school was meeting the minimum requirement for prime date play for girls basketball at that time. The 2010-11 results posted on the KHSAA website show that 57% (5/9) of the home games of girls basketball were played on prime dates. A review of posted game times indicate that prime time recommendations were also being met. A review of game schedules provided during the visit show that the number of competitive events scheduled for teams of "like" sports is comparable. Information gathered during the visit indicated that all shared practice facilities are assigned equitably.</p>
Travel and Per Diem Allowances	X		<p>The October 16, 2003 audit report found this benefit category to be satisfactory since the school appeared to have an equitable meal money allotment system. The review of the Title IX file showed that the school had equitable guidelines written for the mode of transportation and provision of meals. Administrators were requested to expand these guidelines to include motel rooms provided during overnight trips. (See KHSAA Recommended Action.) The 2009-10 and 2010-11 annual reports indicated that</p>

			approximately \$38 per female athlete and \$34 per male athlete was being spent for travel and per diem.
Coaching	X		A review of the total amounts of money spent for coaching salaries for teams of "like" sports shows equivalence on the 2010-11 annual report. The district's extra service pay schedule for coaches indicated parity. Overall, the number of coaches provided for teams of "like" sports is comparable. Information given by school officials during the recent visit indicated that all the head coaches for both male and female teams are on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X		The October 16, 2003 audit report rated this benefit category as satisfactory stating that although several facilities were in need of upgrading, there appeared to be equitable provision. The recent visit showed that improvements had been made at several facilities. The most recent one was the renovation of the weight training room. All the outdoor and indoor competitive facilities offer comparable amenities for teams of like sports. All competitive facilities are located on the school campus. The field house has two dressing rooms that are equitably shared by all teams that compete outdoors. These teams are provided equipment storage spaces in the field house. All teams that compete indoors, except swimming, are provided dressing rooms in the Sparks gymnasium. The boys and girls swimming teams dress adjacent to the pool located in Houchell Hall. There is one dressing room in the gym that is slightly superior in regard to amenities. This dressing room is rotated alternately each year for use by the girls and boys basketball teams. The girls basketball teams uses this dressing room during even numbered years and the boys use it during odd numbered years. The team not using the superior dressing room uses the "visitors" dressing room downstairs. The other dressing rooms located in the gym appear to be assigned equitably. All the indoor sports store their athletic equipment in the Sparks gymnasium equipment room. There is one

			coaching office shared by all athletic coaches. It was obvious during the visit that provision of equitable benefits was a priority when assigning and scheduling athletic facilities.
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Medical and Training Facilities and Services	X		The October 16, 2003 audit report rendered this benefit category to be satisfactory. At the time of the original visit, the school had two small weight training rooms neither of which was used by student athletes. The school's weight training rooms are currently being renovated. It appeared there was a significant amount of equipment provided that is suitable for use by females. There was an equitable usage schedule for the weight training room in the Title IX file and also posted at the facility. The school does not provide the service of an athletic trainer for any student athletes. The school provides free transportation to the Manchester Clinic for any student needing a physical examination for athletic participation.
Publicity	X		The October 16, 2003 audit report found this benefit category to be satisfactory but did suggest that the school develop equitable written guidelines for the display of athletic recognition at the school. The recent visit showed that there were comprehensive and equitable written guidelines pertaining to the provision of awards, letters and bars, and letter jackets in the Title IX file. There were also written guidelines regarding entry into the school's athletic Hall of Fame. The school does not post any forms of recognition in the gym. The school has one cheerleading squad that cheers at all home regular season games and all post season games for both the boys and girls basketball teams. The pep band plays at all home boys and girls basketball games. The mascot attends all home boy-girl doubleheader basketball games. According to the 2009-10 and 2010-11 annual reports, the school was pending approximately \$18 per female athlete and \$19 per male athlete for awards.
Support Services	X		The October 16, 2003 audit report deemed this category to be satisfactory. The report stated that the school had a policy which prohibited athletic booster clubs. Information gathered during the recent visit indicated the school still does not have any booster clubs. All athletic

Support Services continued			expenditures come from the school's general revenue fund. An evaluation of athletic spending over the past two years showed that in 2009-10 the school's expenditures were within acceptable parameters for the provision of parity on both a percentage and per athlete basis. In 2010-11, the expenditures favored male athletes on both a percentage and per athlete basis. School officials were reminded that all athletic expenditures were to be monitored in regard to provision of equitable benefits and that no disparity in these expenditures should continue over a two-year period.
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)

The school's most recent Corrective Action plans call for the following:

- Developing a rotating locker room schedule;
- updating equipment in the weight room;
- adjusting the uniform rotation plan;
- purchasing new softball equipment.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the recent school visit. There are “areas of concern” in the categories of *Accommodation of Interest and Abilities* and *Travel and Per Diem* which need to be addressed. (See KHSAA Recommended Action.)

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated as a result of the recent school visit. There are two “areas of concern” which need to be addressed in order for the school to maintain its non-deficient status.

(Accommodation of Interests and Abilities) On or before May 11, 2012, the school is to submit to KHSAA written Gender Equity Review Committee meeting minutes for at least two meetings held during the 2011-12 school year and place these minutes in the Title IX file. The minutes of all subsequent meetings should also be placed in the Title IX file.

(Travel and Per Diem) On or before May 11, 2012, the school is to submit to KHSAA expanded written guidelines for travel and per diem which includes equitable provision of motel rooms provided for student athletes for overnight trips.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the October 16, 2003 audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Laura Stockton, P.O. Box 296, Oneida, KY 40972
(606) 847-4111

District Level Title IX Coordinator: Laura Stockton, P.O. Box 296, Oneida, KY 40972
(606) 847-4111

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Kenneth Bracewell	Teacher/Coach/Parent	(606) 847-4111
Dan Stockton	Principal	(606) 847-4111
Laura Stockton	AD/Title IX Coordinator	(606) 847-4111
Lance Nutter	Teacher/Coach	(606) 847-4111
Anna Davidson	Student Athlete	(606) 847-4111
Cindy Waslewski	Parent/Teacher/Coach	(606) 847-4111
Fred Rogers	Board Member	(606) 599-7654
Scott Self	Teacher/Coach	(606) 847-4111
Brandon Henri	Student Athlete	(678) 770-5544

10. Comments

Three people from the community attended the Public Comments session. Several Title IX questions were asked and an informative discussion was held. The meeting was adjourned at 6:00 pm EST.