



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

**(For schools re-visited during the 2010-2011 school year)**

School: Owen County  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: February 3, 2011  
 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)

x	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	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 and calculations submitted by the school, it has met the standard established in Test 1 for the provision of athletic opportunities for the last 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: According to the data and calculations submitted by the school, it has not met the standard established for Test 2 during any of the past three school 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: According to the data and calculations submitted by the school, it currently does not meet the standard for Test 3 for the provision of athletic opportunities. A continued exploration and documentation regarding the interest in tennis will make future compliance for this standard likely.

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

Comments: According to the information submitted, the most recent Student Interest Survey was conducted during the 2009-1010 school year with a 94% return.

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 data submitted on the 2010 Student Interest Survey, students in grades 8-11 were surveyed with a 94% return. The school is to be commended for its consistent rate of participation percentage. Currently, there are 14 sport opportunities for females and 11 opportunities for males.</p>
Equipment and Supplies	x		<p>Uniforms viewed were all of mid to high quality. There appeared to be an overall balance and an equivalent quantity for all sports. There was written evidence of a uniform purchase rotation plan in place.</p> <p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. For the purposes of this review, data from the 2010 Annual Report will be used for evaluation. The audit team recommends that an in depth review of the data for the 08-09 and 09-10 years be explored to validate the assurance of equity in this area with regard to like sports and the overall sports program.</p> <p>(see KHSAA recommendation 1.)</p>
Scheduling of Games and Practice Time	x		<p>The reported scheduling for number of competitive events for like sports appears to be equitable. Only the boys and girls basketball schedules were part of the current file. <b>Auditors recommend that sample copies of all teams be made a part of the yearly Title IX file.</b> There was written, posted evidence for practice and/or game times for the gym as a shared facility, but no written evidence for other facilities that are shared.</p> <p>(see KHSAA recommendation 2.)</p> <p>The school currently meets the requirement of prime date play for girl's basketball.</p>

Travel and Per Diem Allowances	x		<p>Interviews with students indicated that athletic travel is done by parent, coach, and/or school bus. There was no written evidence of a travel and/or per diem (food/housing) guideline. Auditors recommend that the policy must be applicable to all sports in order to insure equity.</p> <p>(see KHSAA recommendation 3.)</p> <p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. For the purposes of this review, data from the 2010 Annual Report will be used for evaluation. The audit team recommends that an in depth review of the data for the 08-09 and 09-10 years be explored to validate the assurance of equity in this area in regard to like sports and the overall sports program.</p> <p>(see KHSAA recommendation 1.)</p> <p>Interviews with administration also indicated that transportation is provided after school for those students going to softball, baseball, football, and weight room for practices and contests.</p>
Coaching	x		<p>According to the data submitted, 60% of the girls head coaches are employed on-campus while 67% of the boys head coaches are on-campus employees. Auditors recommend that an in depth review of this benefit be explored in order to insure equity among all sports. This should include, but not limited to, overall parity in coaching salaries, number of coaching positions and sports levels offered as well as evidence of equivalence in the ratio of coach to student access.</p> <p>(see KHSAA recommendation 4.)</p>

Locker Rooms, Practice and Competitive Facilities	x		<p>The February 15, 2001 audit report indicated a slight advantage to the boys in regard to locker room space and no lights on the softball field. The recent visit showed that there are 2 locker rooms for boys and 2 locker rooms for girls and lights on the softball field. All available locker rooms appear to be equitable and with the same amenities. The current facilities appear to be very good. There are no lights on the soccer field which may limit opportunities for junior varsity play due to darkness setting in. There was no written evidence of a locker room assignment list and only partial written evidence for equitable use of practice and competitive facilities for all girls and boys sports.</p> <p>(see KHSAA recommendation 5.)</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>The February 15, 2001 audit report indicated a deficiency in this area due to lack of trainer services. Currently, the school has a contract with UK Sports Medicine where an Athletic Trainer comes to the school on Tuesdays at 4:30 pm to service athletes, as well as offering a drop-in service for athletes to the Athletic Clinic on a daily and weekend basis. The school has 1 weight room, located adjacent to the school and in close proximity to practice and competitive facilities. The weight room is used by both females and males and written evidence of a posted schedule showed equitable use by both genders. The weight room is an ideal model of organization, accessibility for all students, and is very well equipped to meet the physical needs of females and males. Interviews with administration indicated that athletic physicals are provided by area physicians at a reduced cost to the students. Opportunities for physicals are scheduled twice a year.</p>
<p>Publicity</p>	<p>x</p>		<p>According to the re-visit report, the school currently has one cheerleading squad that cheers at all home and away football games and all home girls and boys' basketball games. The pep band performs at all home contests for football, girls and boys basketball.</p> <p>It appears that the financial data submitted on the Title IX Re-Visit form was not valid for this area. For the purposes of this review, data from the 2010 Annual Report will be used for evaluation. The audit team recommends that an in depth review of the data for the 08-09 and 09-10 years be explored to validate the assurance of equity in this area in regard to the overall sports program.</p> <p>(see KHSAA recommendation 1.)</p>

			<p>Interviews with students and coaches indicated that team recognition takes place at the end of each team's season with banquets, school and team awards. There was no written evidence of an awards recognition guideline.</p> <p>(see KHSAA recommendation 6.)</p>
Support Services	x		<p>There are 2 boosters clubs, football and girl's soccer, that have bank accounts outside of the school. There was evidence of signed booster agreements. Interviews with administrators and coaches indicated that approval for expenditures by booster clubs are only required by booster members. It was emphasized to school administrators that the monitoring and oversight of all expenditures is necessary to insure equity.</p> <p>(see KHSAA recommendation 7.)</p> <p>Coaches interviewed were well aware of the process and procedure for approval and purchasing. It appears that office space was available for girl's basketball, boys basketball, and football only.</p> <p>(see KHSAA recommendation 8.)</p> <p>Interviews with students and coaches indicated that some teams collect 'fees' from students. Compliance and equity is important in regard to what and how the 'fee' is used by the team.</p> <p>(see KHSAA recommendation 9.)</p>

Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

- Prime time basketball scheduling
- Adding girls volleyball
- Reviving girls JV soccer program
- Recruit players for girls programs
- Improve equity of spending among athletic programs
- Improve equity with regard to facilities
- Increase number of female coaches
- Improve track facility
- No lights on soccer field
- Lack of indoor practice space

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There are no observed deficiencies noted in the overall girls and boys programs.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no deficiencies, the following recommendations should be addressed by the school in order to insure consistent and equitable benefits:

1. The school is to do an in depth review of the financial expenditures in the areas of equipment/supplies, travel/per diem, and awards for the school years, 2008-2009 and 2009-2010. This information should be reviewed by the Gender Equity Committee and evaluated based on overall expenditures, percentage of expenditures for each gender, and expenditures per athlete in order to validate the assurance of equity for the overall sports program.
2. Submit to the KHSAA, no later than May 16, 2011, written evidence of practice and/or game time schedule use for those facilities that are shared that shows equity of use between genders.
3. Submit to the KHSAA, no later than May 16, 2011, written evidence of travel and per/diem (food/housing) guideline that would insure equity for all sports.
4. Submit to the KHSAA, no later than May 16, 2011, a review and/or explanation of the amount of various stipends given for head coach and assistant positions, specific, but not limited to, volleyball, girl's soccer, boy's soccer, football and basketball.
5. Submit to the KHSAA, no later than May 16, 2011, written evidence of locker room assignment for all sports, and evidence of usage schedule for those practice and competitive facilities that are shared.
6. Submit to the KHSAA, no later than May 16, 2011, written evidence of an awards recognition and banner display guideline that insures equity for all sports.

7. Submit to the KHSAA, no later than May 16, 2011, written evidence of booster club agreement that includes process and procedure for expenditures that meet the Financial Redbook Guidelines with administrative oversight.
8. Submit to the KHSAA, no later than May 16, 2011, written evidence of office space assignment for all sports.
9. Submit to the KHSAA, no later than May 16, 2011, a listing of teams that collect fees from students, the dollar amount of the fee, and what the student receives for that fee.
10. Attendance to a Title IX Workshop in 2011. The schedule and information for registration will be sent out by the KHSAA in early August. A copy of the attendance certificate should be sent to the KHSAA following the workshop.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jeff Sutton

District Level Title IX Coordinator: David Raleigh, Superintendent

Name	Title	Telephone
Danny Osborne	Principal	502-514-5087
David Raleigh	Superintendent	502-514-2870
Lynsey Farror	Student	502-482-0031
Randy Bishop	Student Support Services	502-750-7356
Jennifer Power	Bookkeeper	502-484-3049
Jeff Sutton	Title IX Coordinator	502-682-7376
TJ Wesselman	Athletic Director	606-627-3211
Robert Osborne	Girls Basketball Coach	502-330-3615
Sawyer Williams	Student	502-330-1745
Kathy Johnston	KHSAA Auditor	859-494-2509
Martha Mullins	KHSAA Auditor	859-299-5472
Gary Lawson	KHSAA Auditor	859-299-5472

9. Comments

School administrators and staff were very helpful and receptive to the comments of the audit team. There appears to be great interest and a positive attitude to provide equivalence in the areas of opportunities and benefits for the girls and boys sports programs.

The public forum, scheduled for 5:00pm was held in the high school auditorium. A total of 9 people attended, 5 of which were on the Title IX Committee. A review of Title IX was presented and only questions were answered that were relative to Title IX. It was conveyed that the specifics of the visit could not be commented on until the report was official. With no further discussion, the forum concluded at 5:25 pm.

**Date: Mon, 28 Mar 2011 14:15:46 -0400**  
**From: DBILBERRY (Darren Bilberry, KHSAA)**  
**To: composed\_email@khsaa.org**  
**Reply-to: dbilberry@khsaa.org**  
**Subject: Owen County HS Title IX Re-Visit Report**

**Attachment: owen county.doc**

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Owen County High School that was conducted on February 3, 2011 by auditors Kathy Johnston & Dr. Martha Mullins. If you have questions or need additional information, please contact our office at your convenience. Thank you.

Darren Bilberry  
Assistant Commissioner  
Kentucky High School Athletic Association  
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<b>From:</b>	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
<b>To:</b>	"Owen County" <thomas.wesselman@owen.kyschools.us> "Owen County" <danny.osborne@owen.kyschools.us> "Owen County" <david.raleigh@owen.kyschools.us> kathy.johnston@bourbon.kyschools.us coachbo@newwavecomm.net
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Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org	

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