



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

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

School: **Owensboro Catholic High School**
Prepared By: **Gary W. Lawson**
Date of Re-Visit: **February 5, 2009**
Telephone Number of Reviewer: **(502) 875-3817**
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)

| | | |
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| | 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 by the school, it has not met the standard established in Test 3 for provision of athletic opportunities during any 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: According to data and calculations submitted by the school, it has not met the standard established in Test 2 for provision of athletic opportunities 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 information and responses submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years (2005-06, 2006-07, 2007-08).

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

Comments: According to information submitted and discussions with school officials, it appears the student body was appropriately surveyed in relation to athletic interests. The documentation indicates that the school received a 95% return rate on its most recent survey.

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

| Benefit to Students | Satisfactory | Deficient | Comments |
|--|--------------|-----------|--|
| <p>Accommodation of Interests and Abilities</p> | <p>X</p> | | <p>According to the April 14, 2001 audit report, the school was meeting the standard established in Test 2 and Test 3 for the provision of athletic opportunities at that time. Recent data, calculations, and responses submitted by the school indicate that the standard established in Test 3 for the provision of athletic opportunities was met during each of the past three school years (2005-06, 2006-06, 2007-08). The responses on the T-3 appear to be supported by the most recent student survey. The school currently offers all KHSAA sanctioned sports for girls at the varsity level and has 18 total teams for girls and the same number for boys. Representatives of KHSAA reviewed the school's Title IX file. It was found to contain the most recent self-study, all of the school's annual reports to KHSAA, a board approved salary schedule for coaches, sample schedules for all school sponsored teams, school sponsored seasonal (fall, winter, spring) sport schedules, a school generated athletic handbook, a written booster club agreement, written usage schedules for all shared athletic facilities, written team practice schedules, written guidelines regarding awards and recognition of athletic accomplishments, a written designation of locker room space assigned each team, a written designation of storage space assigned each team, written minutes for all Gender Equity Review Committee meetings, records of all student athletic interest surveys, a written uniform review and/or replacement plan, and written guidelines relating to the provision of travel and per diem. School officials were commended for the development and maintenance of a <u>very</u> comprehensive and user friendly Title IX file.</p> |

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| Equipment and Supplies | X | | All uniforms and equipment reviewed during the school visit appeared to be of high quality and provided on an equitable basis. The school currently has a uniform review and/or replacement plan based on a four-year rotation. According to the school's revisit form and its 2007-08 annual report, it was spending approximately \$118 per female athlete compared to approximately \$174 per male athlete for the provision of athletic equipment and supplies. |
| Scheduling of Games and Practice Time | X | | According to the revisit report, the number of competitive events scheduled for "like" sports appeared equitable. All shared practice and game facilities appeared to be scheduled equitably. The school's 2007-08 post season girls basketball schedule as shown on the KHSAA website reveals that the team played 57% (4/7) of their girls home games on prime dates and also met the current standard for prime time play. The school's 2008-09 girls schedule as shown on the KHSAA website indicates that 40% (4/10) of their home games will be played on prime dates and 50% of the prime date games will be played during the prime time slot. |
| Travel and Per Diem Allowances | X | | The April 14, 2001 school report suggested that written guidelines needed to be developed for the provision of travel and per diem. The recent visit showed that equitable guidelines had been developed and were part of the school's Title IX file. According to the school's revisit report and its 2007-08 annual report, it was spending approximately \$86 per female athlete compared to approximately \$53 per male athlete for provision of travel and per diem. |
| Coaching | X | | The April 14, 2001 school report pointed to a disparity in the amount of salaries paid to female coaches compared to male coaches. According to the current revisit form, total expenditures for coaches salaries appear to show equivalence. A review of the school's extra service pay schedule for coaches also showed parity. The total number of coaches provided for female teams compared to male teams seems to show equivalence. The |

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| Coaching Cont'd. | | school's revisit form shows that 56% (5/9) of the girls' head coaches are on-campus employees compared to 67% (6/9) of the boys head coaches. |
| Locker Rooms, Practice and Competitive Facilities | X | The April 14, 2001 audit report indicated that there was an advantage to male athletes in this area. A specific difference in the locker rooms provided for girls and boys soccer was mentioned. This disparity has been addressed by the construction of a locker room building housing both teams which provides essentially the same amenities adjacent to the soccer field. The new building was opened for use in the fall of 2003. The school provides a designated locker room for all sponsored sports. The locker rooms provide similar amenities for "like" sports. Each team has a designated athletic equipment storage area. These storage areas are assigned equitably. The competitive and practice facilities observed during the recent visit appear to show parity. |
| Medical and Training Facilities and Services | X | The school provides a large, attractive, and very well equipped weight training room at the school. There are numerous equipment offerings provided that are suitable for use by female athletes. The school has a written usage schedule for the weight training facility in its Title IX file and in the athletic director's office. It was recommended to school officials that this schedule also <u>be posted at the facility itself</u> . All student athletes are provided equal access to an athletic trainer two afternoons per week. |
| Publicity | X | Expenditures for promotions, recognitions, and awards as indicated on the revisit form, appear to show equivalence. The school currently sponsors one cheerleading squad which cheers at all home and "in town" away games for the football team and girls and boys basketball teams. They also cheer at all post season tournaments for the three teams mentioned above. The Acettes (dance team), band, and school mascot are all required to perform at an equal number of boys and girls competitions. The school also provides excellent seasonal sports calendars and media guides on an equitable basis. |

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| Support Services | X | | The school currently has one athletic booster club which supports all teams. All booster club funds are housed in school accounts, and the purchase order process is required to be followed for all athletic expenditures. An analysis of expenditures for total athletic support shows that the school was well within acceptable parameters on both a percentage and a per athlete basis in both school years 2006-07 and 2007-08. |
| 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 Corrective Action plans for the past three years call for the following:

- monitoring of prime time play for girls basketball;
- replacing gymnasium floor;
- formation of a student awareness group in relation to Title IX;
- provision of a new girls volleyball locker room;
- monitoring of scheduling girls sports;
- upgrading soccer locker rooms;
- provision of equitable weight room usage schedule;
- renovation of the girls basketball locker room;
- upgrading softball field;
- addition of freshman level teams in boys and girls soccer.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were observed or indicated during the recent school visit. School officials seem very focused and involved in the provision of proportional opportunities and an equivalence of benefits to the athletes at their school. Fairness and equity appear to be high priorities at this school. School officials were also commended for their preparation in relation to this recent visit.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated as a result of the most recent school visit.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the original (April 14, 2001) school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Amy Lambert, 1524 Parrish Ave., Owensboro, KY
(270) 684-3215 42301

District Level Title IX Coordinator: Jim Mattingly 600 Locust St., Owensboro, KY 42301
(270) 683-1545

| Name | Title | Telephone |
|---------------------|------------------------|----------------|
| Gary W. Lawson | KHSAA | (502) 875-3817 |
| Mark Woodward | Athletic Director-M.S. | (270) 485-2254 |
| Ken R. Rasp | Director | (270) 852-8028 |
| Becca Greenwell | Student | (270) 683-1934 |
| Rachel Greenwell | Student | (270) 683-1934 |
| Kaley Robertson | Student | (270) 926-6576 |
| Julia Klump | Student | (270) 926-4492 |
| Luke Robertson | Student | (270) 926-6576 |
| Sylvia Hayden | Parent | (270) 683-3356 |
| Eugene Clemens, Jr. | Community Member | (270) 684-2305 |
| Tom Scales | Community Member | (270) 684-5101 |
| Chris Settles | School Board Member | (270) 764-5663 |
| Lisa Knott | School Board Member | (270) 771-4587 |
| David Blanford | Athletic Director—H.S. | (270) 684-6943 |
| Harold Stayles | Principal | (270) 684-3215 |
| Jim Mattingly | Superintendent | (270) 683-1545 |
| David Jarboe | Alumni | (270) 683-5108 |
| Ann Flaherty | OLMS Principal | (270) 926-7023 |
| Ernie Taliaferro | Booster Club President | (270) 302-5355 |
| Amy Lambert | Title IX Coordinator | (270) 993-4087 |
| Jenny McCarty | KHSAA | (502) 330-7616 |

10. Comments

Twelve people from the community attended the public comments session. A very interesting and productive discussion was held. Input from community members was very positive in relation to provision of equity in athletics at the school. The meeting was adjourned at 6:35 pm EST.