



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

**(For schools re-visited during the 2014-2015 school year)**

School: Owensboro Catholic  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: November 19, 2014  
 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 the rosters and data submitted in the annual Title IX reports, the school is meeting the standard established in prong 1 of the athletic opportunities test. The 2013-14 annual report shows that females were 50% of the school's enrollment and 49% of its athletic participants.

- 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 rosters and information provided on the T-2 forms in the annual Title IX reports, the school has not met the standard established in prong 2 of the athletic opportunities test during any of the past three school years. The 2013-14 annual report shows that no teams for female participation at any level have 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: Because of the steps taken by the school to pursue the indicated interest in bowling, it is likely that the standard established in prong 3 of the athletic opportunities test is being met. With the addition of bowling, the school will be offering 20 total teams for female participation compared to 18 total teams for male participation.

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

Comments: The T-63 form in the 2013-14 annual Title IX report shows that a 100% completion rate was received on the 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 April 14, 2001 Title IX school visit report deemed this area <i>Satisfactory</i> based on the school's apparently meeting the standards established in both prongs 1 and 3 of the athletic opportunities test. The February 5, 2009 school visit report also designated this area <i>Satisfactory</i> stating that the school appeared to meet the standard of prong 3 of the athletic opportunities test. Annual reports for the past three years indicate that the standards established in prongs 1 and 3 are currently being met. The school is in the process of beginning a bowling program for the 2014-15 school year. (See detailed explanation for each prong of the opportunities test on page 2 of this report.) During the most recent visit, the school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, an extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school sponsored varsity teams, facilities usage schedules for the gym, weight training room, and the shared indoor hitting facility (see <i>Scheduling of Games and Practice Times</i>), written regulations regarding provision of letters and bars and athletic awards (see <i>Publicity</i>), written designation of the locker room and athletic equipment storage space assigned each team, written minutes for all Gender Equity Review Committee meetings held during the last three years, inventories of athletic equipment for each team, a written uniform review, rotation, and/or replacement plan (see <i>Equipment and Supplies</i>), some general written guidelines related to travel and per diem (see <i>Travel and Per Diem Allowances and KHSAA Recommended Action</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). The school's athletic administrators were commended for the development and maintenance of a very comprehensive and well organized Title IX file.</p>

Equipment and Supplies	X		Both the 2001 and 2009 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2009 report documented that the school had a uniform review, rotation, and/or replacement plan based on a four-year cycle of review. The most recent visit revealed that the school still has such a plan in place for all teams except girls and boys swimming, girls and boys golf, and girls and boys tennis who have annual replacement. <u>School officials were reminded that these annual replacements should also be documented as part of the total plan.</u> All the uniforms seen during the most recent visit appeared to be of excellent quality and supplied in equitable quantities. The data submitted in the 2012-13 and 2013-14 annual Title IX reports indicated that the school was spending approximately \$93 per female athlete and \$210 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The two previous Title IX school visit reports assessed this benefit category to be <i>Satisfactory</i> . Information provided during the recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The facilities usage schedules indicated equitable assignment of the gym and indoor hitting facility. No usage schedule was provided for the soccer field which is currently shared by the boys and girls team. <u>Upon receipt of this report, an equitable usage schedule is to be developed for the soccer field and this schedule is to become a part of the school's Title IX file.</u> The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> but did suggest that equitable written regulations be developed for this benefit. The 2009 report confirmed that some equitable written guidelines had been developed and again deemed this category

Travel and Per Diem Allowances continued			<p><i>Satisfactory.</i> The written regulations provided during the recent visit were general in nature and did not specifically address the mode of transportation or the quality of lodging and the parameters for meal provision were not comprehensive. (See <i>KHSAA Recommended Action.</i>) The data submitted in the 2013-14 annual Title IX report showed that the school spent approximately \$124 per female athlete compared to \$65 per male athlete for travel and per diem.</p>
Coaching	X		<p>The 2001 Title IX school visit report deemed this benefit category <i>Satisfactory</i> but did note there was some disparity in salaries paid to coaches. The 2009 report rated the school <i>Satisfactory</i> in this category. The school's principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is not currently used as part of the process. The T-35 form in the 2013-14 annual Title IX report shows relative parity in relation to total amounts spent for coaching salaries for teams of "like" sports. A review of the extra service pay schedule for coaches showed parity. The data submitted in the <i>Coaching</i> column on the most recent T-35 form shows the coaching ratio is one coach per eight participants for female athletes and one coach per ten participants for male athletes. Information gathered during the most recent visit revealed that 50% (5/10) of the head coaches of girls teams and 70% (7/10) of the head coaches of boys teams were on-campus employees.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> while stating that male athletes had a "distinct advantage" in relation to the number of locker rooms provided. The 2009 report documented that the disparity referred to in the 2001 report had been addressed by the construction of a new locker room building in 2003. The new locker rooms offered similar amenities for all "like" sports teams. As was true in 2009, the most recent visit indicated that all the competitive and practice facilities show parity. There was a</p>

<p>Locker Rooms, Practice and Competitive Facilities continued</p>		<p>minor disparity in the information that was available on the softball scoreboard compared to that for baseball. In the area of locker rooms, two situations need to be addressed to insure that equity is provided. The boys baseball dressing room which is adjacent to the home team dugout is heated. The softball dressing room located near the home team dugout does not have heat. The school's Title IX Improvement Plan (T-60) form should document steps being taken to bring about parity in this area. Additionally, the girls basketball team is now playing almost all of their home games at the Sports Center (facility used by Kentucky Wesleyan College). The boys team has been playing the majority of their home games at this facility for a number of years. The boys team has had a small but well- appointed dressing area at the Sports Center. The girls team has a large dressing room at the high school which seems to have adequate amenities. Now that the girls and boys will play the majority of their home games and half of their practices at the Sports Center, the question surfaces concerning provision of equitable dressing facilities at this venue. Interviews during the most recent visit suggested somewhat conflicting information about how the dressing facilities are actually assigned and used at the Sports Center. As a result, it is requested that some written clarification be provided in relation to this benefit. (See <i>KHSAA Recommended Action</i>.) Each team is assigned a designated equipment storage area. Although more storage space is needed, the available areas appeared to be assigned with equity as a priority.</p>
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Medical and Training Facilities and Services	X	<p>Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2001 report requested the posting of an equitable usage schedule for the weight training facility. The 2009 report documented that an equitable usage schedule was a part of the Title IX file but was <u>still not posted at the facility</u>. The recent visit showed that the school had a large, attractive and very well equipped weight training room. There are numerous equipment options provided that are suitable for use by female athletes. The interviews indicated that there is widespread use of the facility by female teams, and both male and female student athletes expressed appreciation for this facility. There was an equitable usage schedule for this venue in the school's Title IX file and posted at the venue. An athletic trainer is provided on a daily basis through a contract with O.S. M. O. All students are responsible for getting their own physical examinations.</p>
Publicity	X	<p>The two earlier Title IX school visit reports designated this benefit category <i>Satisfactory</i>. The school currently has one cheerleading squad which is assigned to cheer at all home, away, and post season football games. During basketball season the squad cheers at <u>exactly</u> the same number of boys and girls games as monitored by the athletic director. The pep band plays at all home football games and at <u>exactly</u> the same number of boys and girls basketball games as monitored by the athletic director. The dance team is assigned to perform at an equal number of boys and girls basketball games. The school's Title IX file contains a set of written guidelines calling for equitable provision of letters, bars, and athletic awards. <u>Upon receipt of this report, it is requested that these guidelines be expanded to include equitable provision of post season banquets</u>. The school currently does not post any form of athletic recognition in the gym. Information in the 2012-13 and 2013-14 annual Title IX reports indicated that the school was spending approximately \$26 per female athlete</p>

			and \$28 per male athlete for awards.
Support Services	X		The 2001 and 2009 Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The 2009 report stated that the school had one booster club which supported all athletic teams. The club housed its funds within school accounts, and purchase orders were required for all expenditures. During the most recent school visit, administrative interviews revealed that the school currently has no active athletic booster clubs. An analysis of athletic spending for the past two years showed that 45% of the total expenditures in 2012-13 were for female athletes who made up 44% of the participants. Fifty-five per cent of the total expenditures was for male athletes who were 56% of the participants. This means approximately \$558 was spent for each female athlete and \$541 for each male athlete. In 2013-14, the percentage spending was well within generally accepted parameters for the provision of parity for a football playing school. The per athlete spending was approximately \$409 per female athlete and \$488 per male athlete.
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 T-60 forms call for the following:

- Upgrading the softball and soccer fields;
- Renovating the weight training room;



- Adding a girls freshman soccer team;
  - Adding a new volleyball storage room;
  - Constructing an auxiliary gym.
6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the November 19, 2014 Title IX school visit. There were a few "areas of concern" in relation to equitable scheduling of practice times at the soccer field (see *Scheduling of Games and Practice Times*), equitable provision of post season banquets (see *Publicity*), expansion of the current uniform review, rotation, and/or replacement plan (see *Equipment and Supplies*), provision of specific equitable regulations for athletic travel and per diem (see *KHSAA Recommended Action*), and equitable provision of locker room facilities for girls basketball (see *KHSAA Recommended Action*). The areas should be addressed in an attempt to insure the continuation of equitable benefits.

7. KHSAA Recommended Action in relation to new deficiencies

Although no new deficiencies were designated in the body of this report, it is requested that the following benefit categories be addressed in an attempt to prevent development of future deficiencies.

(Travel and Per Diem Allowances) On or before January 30, 2015, the school is to submit to KHSAA written regulations regarding provision of travel and per diem. These regulations should specifically address the mode of transportation (school bus, van, charter buses, etc.) and the provision of meals and quality of lodging for student athletes. These guidelines should become part of the school's Title IX file.

(Locker Rooms, Practice, and Competitive Facilities) On or before January 30, 2015, the school is to submit to KHSAA the written assignment of locker rooms for the boys and girls basketball teams. This assignment should consider amenities offered at the facilities as well as proximity to the teams practice and competitive facilities. Once this assignment is made, it should become part of the locker room assignment sheet in the Title IX file.<sup>8</sup>

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the February 5, 2009 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

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

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

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Lillie Goetz	Student Athlete	(270) 684-3215
Mason Robertson	Student Athlete	(270) 684-3215
Caroline O'Nan	Student Athlete	(270) 684-3215
Jim Ivey	Girls Cross Country/Track	(270) 684-3215
George Randolph	Softball Coach	(270) 684-3215
Jim Mattingly	Superintendent	(270) 683-1545
Amy Lambert	Title IX Coordinator	(270) 684-3215
Gates E. Settle	Principal	(270) 684-3215
David Blanford	Athletic Director	(270) 684-3215
Caleb Buckman	Student Athlete	(270) 684-3215
Stephen Thompson	Student Athlete	(270) 314-8216
Charles Hall	Student Athlete	(270) 925-4124
Mary Keaton Clemens	Student Athlete	(270) 485-2158
Lauren Goodwin	Student Athlete	(270) 684-3215
Eugene C. Clemens	Athletic Board	(270) 684-2305
Ken Rasp	Director, OCS	(270) 852-8028
Sylvia Hayden	Athletic Board	(270) 929-8548
David Kessler	Principal-OCMS	(270) 314-9622

10. Comments

Four

people from the community attended the Public Comments session. The meeting was adjourned at 3:35 pm CST.