



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

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

School: Sayre
Prepared By: Gary W. Lawson
Date of Re-Visit: September 27, 2011
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)

| | | |
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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 the data and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during only one of the past three school years (2008-09) and is not currently meeting that standard.

- 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 in Test 2 for provision of athletic opportunities during any of the past three school years. The information indicated that two varsity teams have been added in the past five years which has increased total participation by approximately 15%.

- 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 on the T-3 form indicate 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 most recent student athletic survey shows an interest in volleyball (36). The school's 2009-10 Corrective Action Plan appears to address this interest. If interest in volleyball is shown on the 2011-12 student survey, continued follow up needs to take place.

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

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

| Benefit to Students | Satisfactory | Deficient | Comments |
|--|--------------|-----------|--|
| Accommodation of Interests and Abilities | X | | <p>Documentation submitted by the school indicates that Test 3 for provision of athletic opportunities has been met during each of the past three school years. Currently all KHSAA sanctioned sports except volleyball are offered for girls. The interest shown in volleyball on the most recent student athletic interest survey appears to have been addressed. (See April 15, 2010 T-60 form.) School officials were alerted to the fact that if the interest in volleyball continues to be significant on the 2011-12 interest survey, appropriate follow-up should take place. (See KHSAA Recommended Action.) A review of the school's Title IX file showed it contained the original Title IX audit report from January 15, 2002, annual Title IX reports to KHSAA for the past five years, an extra service pay schedule for coaches, a current listing of Gender Equity Review Committee members, current game schedules for all school sponsored teams, a school generated athletic handbook, a coaches handbook, written facility usage schedules for all shared athletic facilities, written guidelines regarding awards and recognition of athletic accomplishments pertaining to both genders, a written designation of locker room space assigned each team, a written designation of athletic storage space assigned each team, written minutes for all Gender Equity Review Committee meetings for the past three years, a written uniform review, rotation, and/or replacement plan based on a four-year cycle, and written guidelines relating to the provision of travel which did not address 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.</p> |

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| Equipment and Supplies | X | | All uniforms reviewed during the visit were of medium to high quality and appeared to be provided equitably. Members of the girls and boys track teams, girls and boys cross country teams, girls and boys tennis teams and girls and boys swimming teams purchase their own uniforms and keep them after use. As was true at the time of the January 15, 2002 audit report, the school has a written uniform review, rotation, and/or replacement plan based on a four-year cycle. The 2009-10 and 2010-11 annual reports indicate that the school was spending approximately \$27 per female athlete and approximately \$24 per male athlete for provision of equipment and supplies. |
| Scheduling of Games and Practice Time | X | | The January 15, 2002 report deemed this category to be satisfactory but did suggest that the number of prime date girls basketball games be increased. According to the post season basketball results listed on the KHSAA web site, the girls team played 42% (5/12) of their home games on prime dates, and a review of the posted game times indicated that prime time recommendations were also being met. The game schedules in the school's Title IX file showed that the number of regular season games played by teams of "like" sports were comparable. The scheduling of all shared practice facilities appeared equitable. The new requirements established by KHSAA for prime date girls basketball games was explained and discussed with school officials. |
| Travel and Per Diem Allowances | X | | Much of the transportation for Sayre athletes is provided by parents. Bus transportation to and from competitive events outside the county is provided by the school. Bus transportation is also provided to the school's athletic complex on a daily basis for practices and games. The school's Title IX file did contain equitable written guidelines for the provision of travel but not for the provision of per diem. (See KHSAA Recommended Action.) According to the 2009-10 and 2010-11 annual reports, the school was spending approximately \$39 per female athlete |

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| | | | compared to approximately \$57 per male athlete for the provision of travel and per diem. |
| Coaching | X | | A review of the total amounts of money spent for coaching salaries for “like” sports shows equivalence in the 2010-11 annual report. The school’s extra service pay schedule for coaches indicated parity. Overall, the number of coaches provided for teams of “like” sports is comparable. During the 2010-11 school year, 50% (4/8) of the girls head coaches and 62% (5/8) of the boys head coaches were employed on campus. |
| Locker Rooms, Practice and Competitive Facilities | X | | The girls and boys basketball teams play and practice in the school’s gymnasium. The girls golf team plays and practices at Shady Brook Golf Course. The girls and boys swim teams compete and practice at the North Side YMCA. All other teams sponsored by the school play and practice at the newly constructed Sayre Athletic Complex located approximately nine miles from the school. The complex is very well appointed. All playing venues are well maintained and appear to have been constructed with provision of equitable benefits in mind. All teams seem to have adequate equipment storage facilities. The dressing rooms provided both at the school and the athletic complex are very adequate and shared equitably. |

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| Medical and Training Facilities and Services | X | | The school has a small but well equipped weight room as well as a cardiovascular center. There was an equitable usage schedule for the weight room found in the Title IX file and also posted at the facility. The weight room contains equipment that is suitable for use by female athletes. The school provides a full time athletic trainer who is equally accessible to all athletes. The trainer has access to a state of the art training room which is also very well supplied. All student athletes are responsible for their own physical examinations. |
| Publicity | X | | The school currently has one cheerleading squad which cheers at all home games and all post season tournaments for both the girls and boys basketball teams. A school mascot performs at a limited number of selected home games for both the boys and girls basketball teams. Equitable written guidelines for the posting of athletic recognition at the school were found in the school's Title IX file. According to data provided in the 2009-10 and 2010-11 annual reports, the school was spending approximately \$14 per female athlete compared to approximately \$11 per male athlete for athletic awards. |
| Support Services | X | | The January 15, 2002 audit report rated this area satisfactory while stating that all monies to support athletics came from school funds. The recent visit showed again that no athletic booster clubs existed. An analysis of athletic spending in 2009-10 showed that 45% of spending was for female athletes who were 49% of the participants. In 2010-11, 48% of the spending was for female athletes who made up 49% of the participants. This spending seems to be within acceptable parameters over the most recent two-year period. |
| Athletic Scholarships | NA | | |
| Tutoring | NA | | |
| Housing and Dining Facilities and Services | NA | | |

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| Recruitment of Student Athletes | NA | | |
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5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

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

- attempting to increase the number of female athletes on established teams;
- taking steps to address the indicated interest in girls volleyball;
- addressing the low number of participants in the softball program;
- increasing the number of junior varsity teams at the school.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major overall deficiencies were observed in the athletics programs at the school which offers a wide array of athletic opportunities for an institution with a small enrollment. With the completion of the new athletic complex, high quality benefits are also provided.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated during the recent school visit.

There are two “areas of concern” that need to be addressed in an attempt to insure that future disparities do not develop.

(Accommodation of Interests and Abilities) If the school’s student athletic survey administered during the 2011-2012 school year continues to show an interest by female students in the sport of volleyball (if more than 20 students indicate an interest), the Corrective Action Plan in the April 15, 2012 annual Title IX report should specifically document steps taken to address this interest. These steps should include, but not be limited to, meetings held with students and parents using sign-in sheets to document attendance.

(Travel and Per Diem) On or before November 30, 2012, the school is to submit to KHSAA written guidelines for provision of per diem for student athletes. These guidelines should include, but not be limited to, the provision of meals and/or lodging on athletic trips.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the January 15, 2002 Title IX audit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Erik Johnson, 673 Rolling Creek Lane, Lexington, KY 40515
(859) 254-1361

District Level Title IX Coordinator: Erik Johnson, 673 Rolling Creek Lane, Lexington, KY 40515
(859) 254-1361

| Name | Title | Telephone |
|------------------|-------------------------------|----------------|
| Erik Johnson | Athletic Director | (859) 254-1361 |
| Nancy Thompson | Sayre Marketing Publications | (859) 254-1361 |
| Madison Mitchell | Student Athlete | (859) 254-1361 |
| Henry Garrett | Student Athlete | (859) 254-1361 |
| Timothy O'Rourke | Principal | (859) 389-7390 |
| Cindy Eason | Mid School Athletics Director | (859) 254-1361 |
| Gary W. Lawson | KHSAA | (502) 875-3817 |
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10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:15 pm EDT.