



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

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

School: **Seneca High School**
Reviewed By: **Gary W. Lawson**
Date of Re-Visit: **January 8, 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)

	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 met the standards established in Test 1 for provision of athletic opportunities during only one of the past three school years (2005-06) 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 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 and is currently meeting that standard.

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 by the school, an 83% return 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
<p>Accommodation of Interests and Abilities</p>	<p>X</p>		<p>According to data 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. The responses on the T-3 form appear to be supported by the most recent student athletic interest survey. The school currently offers all KHSAA sanctioned sports for girls at the varsity level except golf which had no participants during the 2007-08 school year. It also offers one non-sanctioned varsity sport for girls—field hockey. There are currently a total of 16 teams offered for girls participation and the same number for boys. It was recommended that the Gender Equity Review Committee investigate the reasons for the decrease in female participation on teams currently sponsored over the past three school years. Upon review of the Title IX file, it was found to contain the most recent self-study, all of the school's annual reports to KHSAA except 2002-03, a board approved salary schedule for coaches, sample game schedules for all school sponsored teams, a comprehensive school generated athletic handbook, written by-laws pertaining to booster clubs, written usage schedules for all shared athletic facilities, team practice schedules, written guidelines relating to awards and recognition of athletic accomplishments, written designation of locker room space assigned to each team, agendas for G E R C meetings for the past two years (see KHSAA Recommended Action), 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 for post season play and overnight trips. School representatives were commended for the development and maintenance of an excellent Title IX file.</p>

Equipment and Supplies	X		<p>The January 29, 2003 school report suggested that a uniform review and/or replacement plan be developed and implemented. The recent visit showed that a written replacement plan based on a five-year rotation had been developed. The uniforms reviewed during the school visit appeared to show equivalence. THE REVISIT REPORT SUBMITTED BY THE SCHOOL DID NOT INCLUDE BOOSTER SPENDING IN THIS CATEGORY, THEREFORE, ANALYSIS IN THIS AREA IS BASED ON THE 2006-07 AND 2007-08 ANNUAL REPORTS. According to these reports, it appeared the school was spending approximately \$181 per female athlete and approximately \$142 per male athlete for the provision of athletic equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>According to the re-visit form, the number of competitive events scheduled for "like" sports appeared to show parity. All shared practice facilities appear to be scheduled equitably. According to the school's 2007-08 post season girls basketball schedule posted on the KHSAA website, the team played 46% (5/11) of their home games on prime dates and also met the standard for prime time play. The school's schedule for 2008-09 indicates that 50% (3/6) of the girls home basketball games are going to be played on prime dates and 40% of the prime date games will be played during the prime time slot.</p>
Travel and Per Diem Allowances	X		<p>The school's Title IX file contains written guidelines for provision of travel and per diem for post season games and overnight trips. School officials stated that these are the only times when per diem is provided. No travel and per diem expenditures were listed on the T-35 and T-36 forms for boys and girls golf, boys and girls cross country, boys and girls swimming, boys and girls tennis, and wrestling. School officials stated that no transportation is provided to away events for any of these teams. According to the re-visit form and the 2007-08 annual report, the school is spending approximately \$27 per female athlete and approximately \$16 per male athlete for provision of travel and per diem.</p>

Coaching	X	According to information provided on the re-visit report and a review of the school district's extra service pay schedules, coaches' salaries appear equitable. The number of coaches provided for "like" teams shows parity. According to the re-visit form, 70% (7/10) of both the boys and girls head coaches are on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X	The January 29, 2003 school report noted a slight advantage to male athletic teams in the area of locker rooms. The school's most recent T-41 form also gave an advantage to male teams in locker rooms provided. The recent visit showed that the disparity has been addressed by the renovation of two former PE locker rooms. These locker rooms are now used solely by athletic teams, and the amenities provided for boys and girls appear to show parity. In relation to competitive facilities, the baseball press box is of higher quality than the one provided at the softball field.
Medical and Training Facilities and Services	X	The January 29, 2003 school report noted the need for a posted weight room usage schedule that provided equitable access to the facility. The recent visit showed an equitable schedule has been developed and posted at the facility and was also included in the Title IX file. The weight room provided equipment suitable for use by female athletes. The school does not currently provide an athletic trainer nor is it involved in the provision of physical examinations for athletes.
Publicity	X	The January 29, 2003 school report suggested that written guidelines be developed for the posting of recognition in the school's gymnasium. The Title IX file now contains these guidelines for posting banners as well as granting athletic letters and other types of awards. According to the re-visit form, the school sponsors one cheerleading squad which cheers at all home and away football games as well as all boys and girls basketball games. The school's dance team performs at half time of all home football games and boys and girls varsity basketball games. The school band plays at all home football games and all home boy/girl doubleheader basketball games.

Support Services	X		The January 23, 2003 school report rendered the school deficient in this area due to the improperly completed T-35 and T-36 forms submitted to KHSAA. These forms have been re-submitted to KHSAA and were complete and comprehensive. The school currently has one athletic booster club which supports all teams. The Title IX file contains by laws governing oversight of the booster club. According to interviews with coaches and administrators, five of the school's athletic teams have off-campus bank accounts that are not affiliated with the athletic booster club. SCHOOL OFFICIALS WERE CAUTIONED THAT THESE ACCOUNTS SHOULD BE MONITORED JUST LIKE BOOSTER ACCOUNTS IN RELATION TO EXPENDITURES FOR ATHLETIC BENEFITS. The school's 2006-07 and 2007-08 annual reports indicate that spending for athletic benefits is well within acceptable parameters on both a percentage and per athlete basis. The school's most recent T-35 and T-36 forms did not list expenditures for facility improvements made by the Jefferson County Public Schools. (See KHSAA Recommended Action.)
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 three most recent Corrective Action plans call for the following:

- renovation of the girls varsity dressing room;
- fencing of the area surrounding the softball field;
- closer monitoring of booster club spending;
- construction of storage building/press box for field hockey.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

No major deficiencies were observed during the most recent school visit. There were two areas which need to be addressed in order to insure that proportional opportunities and an equivalence of benefits continue to be provided.

- Written minutes are to be taken and kept in the Title IX file for all Gender Equity Review Committee meetings.
- The school is to report all expenditures for improvement of athletic facilities no matter what the source.

7. **KHSAA Recommended Action in relation to new deficiencies**

No new deficiencies were designated by the most recent school visit. The following actions are to be taken to help insure that the current non-deficiency status is maintained.

(ACCOMMODATION OF INTEREST AND ABILITIES) On or before April 15, 2009, the school is to submit to KHSAA written minutes taken at a Gender Equity Review Committee meeting held between January 2, 2009 and April 1, 2009. Before April 10, 2010, the school is to submit to KHSAA Gender Equity Review Committee meeting minutes for three meetings held during the 2009-2010 school year. All minutes are to be signed by the school Title IX coordinator and school principal.

(SUPPORT SERVICES) The April 15, 2009 annual report submitted by the school is to include all expenditures for facility improvements made during the 2008-09 school year no matter what the source of funding for those expenditures.

8. **KHSAA Recommended Action in relation to reoccurring deficiencies**

No re-occurring deficiencies were designated by the recent school visit. The deficiency identified in the area of support services by the January 29, 2003 report appears to have been addressed successfully.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

**High School Title IX Coordinator: Scott Greenwald, 3510 Goldsmith Lane, Louisville KY
40220**

**District Level Title IX Coordinator: Cheryll Walker, 3332 Newburg Road, Louisville, KY
40218**

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Bob Dearmond	Assistant Principal	(502) 485-8323
Greg Stengel	Parent/Booster Club Pres.	(502) 485-8876
Scott Greenwald	Athletic Director	(502) 485-8876
Mary Greenlee	Principal	(502) 485-8323
Katie Herndon	Student/Athlete	(502) 485-8323
Shawn Raley	Student/ Athlete	(502) 485-8323
Martha Mullins	KHSAA	(859) 299-5472

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:35 pm EST.

Title IX Committee Meeting
October 8, 2009

SENECA

Minutes

Coach Greenwald called the meeting to order at 2:35

Coach Greenwald explained the school's efforts to remain in compliance with Title IX regulations as they pertain to prime time/date and girls and boys basketball. It was also explained that even if the girls wanted to play first and requested to do so, regulations required that game times be flipped.

The student members were asked to brainstorm ideas to increase attendance at both boys and girls basketball games.

Committee informed of efforts to expand practice soccer facility.

All committee members asked to think about ways to tap into our vast alumni base to create an effective alumni association (with the help of Brant Stevens, c/o '74)

Spring sports meeting set for February 11, 2010.

Meeting adjourned at 3:10.

A handwritten signature in black ink, appearing to be initials or a stylized name, located at the bottom right of the page.

Title IX Committee Meeting
August 18, 2009

Minutes

Coach Greenwald called the meeting to order at 2:30

Everyone introduced themselves as this was the first meeting of the new committee

Coach Greenwald explained that the purpose of the committee was to insure an equitable commitment to both male and female athletic programs at Seneca High School.

Mr. Greenwald listed the current projects under way at Seneca, including continued renovations of the girl's locker room facilities.

Mr. Greenwald informed the committee that he has requested that the Board of Education build a storage facility/press box on the field hockey field.

Suggestions for improving participation, especially for our girl's sports were sought. The main suggestion was that the coaches do a better job of recruiting the building by entering freshman PE classes and giving them information regarding their respective sports.

Winter sports meeting set for October 8.

Meeting adjourned at 3:10.

*minutes received from
2008-09 revisited - of*

**Title Ix Committee Meeting
March 16, 2009**

Minutes

Mr. Greenwald called meeting to order at 2:45

Review of winter sports revealed the following:

Girl's basketball successful. First winning record since 1981

Boys had good year, look better for next because of our youth.

We need to look at flooring for both locker rooms.

Entertained possibility of having swim team members join the YMCA to facilitate Practices.

Preview of spring sports

Numbers down in softball, probably due to continued turn over of coaches

Suggestion to "recruit" the building during fall and winter by freeing up coaches to visit all PE and health classes.

Discussed improvements being made to baseball. Suggested that we get with Buechel Little League to work on softball field.

General

Discussed make up of for next year's committee.

Discussed possible dates for next years meetings.

Adjourned meeting at 3:10