



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

**(For schools re-visited during the 2013-2014 school year)**

School: Warren Central High School  
Prepared By: Kathy Johnston  
Date of Re-Visit: November 22, 2013  
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

Improvement Plan Summary Charts (Form T-60) 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 the data and reports submitted for the years 2010-2013, it appears that Warren Central High School does not meet the standard of Test 1 for the provision of athletic opportunities.

- 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 reports submitted for the years 2010-2013, it appears that Warren Central High School does not meet the standard of Test 2 for the provision of athletic opportunities.

- 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 reports submitted for the years 2010-2013, it appears that Warren Central High School has met the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 88%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		The most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 88%. Information on the T-3 form supports the results from the Survey and has resulted in the addition of bowling for males and females and a current proposal to the school board to add bass fishing for the 2014 season. According to submitted reports, there are 15 sport level opportunities for both males and females; nine (9) varsity sports for each.
Equipment and Supplies	x		Uniforms viewed appeared to of mid- to high quality and equitable with regard to the quantity provided. There was written evidence of a three (3) year plan for uniform review and/or replacement for all sports except tennis, golf, and bowling. As documentation showed, these are replaced on a yearly basis. All other viewed equipment appeared to be of good quality and available for equitable access.
Scheduling of Games and Practice Time	x		There was viewed evidence of all athletic schedules which showed comparability in the number of event opportunities provided and equitable parity for the like sports. There was written evidence of sport practice schedules which showed overall equivalence with regard to team practices and game times. There was written evidence of equitable scheduling and usage for the shared facilities of the gymnasium, soccer field, and indoor hitting facility.

Travel and Per Diem Allowances	x		<p>There was written evidence of a travel and per diem guideline that indicated school provided transportation for athletic contests, the provision for daily meal allowances for athletes, and criteria regarding housing for overnight stay(s). Documentation showed \$25.00 per day for meal allowance and the parameters for overnight stay to include four (4) students to a room with the cost of housing at a limit of \$37.50 per athlete. Interviews with administration indicated some use of charter bus transportation for athletic events.</p> <p>(see recommendation 6.a.)</p>
Coaching	x		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence regarding compensation and parity in the number of coaching positions for the like sports. Documentation showed the provision of extended days' employment for the head football, girls basketball, and boys basketball coach. Interviews with administration indicated that seven out of nine head coaches of male sports are on-campus and eight out of nine head coaches for the female sports are on-campus. The current athlete to coach ratio is 8:1 for females and 9:1 for males. There was also viewed evidence of a written instrument that is used for evaluation of coaches. Administrators indicated that coaching evaluations are conducted at the end of each sports season.</p>

Locker Rooms, Practice and Competitive Facilities	x		<p>There was viewed evidence of current locker room assignment for all teams except for boys, girls cross country and soccer. Viewed locker rooms appeared to be equitable and with similar amenities. There was also viewed evidence of available storage space with equitable assignment for teams. All viewed current competitive facilities appear to be comparable in relation to the amenities provided. All competitive facilities are located on campus except for cross country, golf, and bowling. Since the previous audit, an indoor hitting facility has been built on campus. It provides locker rooms for the softball team and baseball team along with two (2) hitting cages for each team. Interviews with administration indicate a renovation and re-building of all outdoor athletic facilities to begin in the early spring of 2014. Due to this, spring sports venues may be displaced to play at alternate sites for home games/matches.</p> <p>(see recommendation 6.b.)</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There was evidence of two (2) weight rooms. One is designated for females and is located in the main school building adjacent to the gymnasium. It is spacious, well maintained, and with appropriate equipment for all female use. The second weight room is designated for males and is located in the field house, right behind the high school. It is also spacious, well maintained and with appropriate equipment for all male use. Interviews with administration indicated that an Athletic Trainer is available daily after school and at all home varsity contests. This is through a contract with Pro-Rehab medical facility in Bowling Green. Athletic physicals are made available, twice a year, to all athletes through Total Sports Fitness and Pro-Rehab at a cost of \$10.00 per athlete. There was written evidence of emergency action plans for all facility sites.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that outlined specific criteria with regard to Hall of Fame nomination and induction and for Jersey Retirement. Interviews with students and coaches indicated end of season team recognition with banquets. There was also viewed evidence of recognition banners that hang in the gymnasium and trophy case(s) display of team acquired trophies for each sport. There was no written evidence with regard to the provision for banquets and criteria for team and/or individual banner recognition.</p> <p>(see recommendation 6.c.)</p> <p>Other support groups of cheerleading, dance team, and band appear to provide equitable support to the teams of football, girls, and boys basketball. Interviews with administration also indicated support through the online Radio Service and WAR Productions that provides media coverage for football, girls, and boys basketball games.</p>

Support Services	x		<p>An overall review of expenditures for a two-year cycle shows that Warren Central High School has met the acceptable parameters both on a percentage and per athlete spending basis. There was written evidence that requires school board approval for all fundraisers. Interviews with administration indicated that Booster Clubs with accounts outside of the school exist for all teams except bowling. Interviews with coaches indicated knowledge of the procedure regarding the process and approval to purchase items. Interviews with administration indicate no oversight or approval with regard to booster club expenditures.</p> <p>(see recommendation 6.d.)</p> <p>All viewed and available office space appeared to be assigned equitably.</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 Improvement Plan (Form T-60)

- Softball improvements of lighting, dugouts, netting
- Revenue sharing from gate receipts to all sports
- Softball improvement for backstop and press box

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletics program at Warren Central High School, the following recommendations should be addressed to ensure overall equivalence:

- a. Upon receipt of this report, the Gender Equity Committee should expand the current Travel and Per Diem guideline to include the criteria by which team(s) may utilize a charter bus for travel to competitive events.
- b. Please submit to the KHSAA, no later than **March 1, 2014** the selected alternate site(s) of competition for the 2014 spring sports. Also, please submit, no later than **March 1, 2014**, the final school board approved bid package for the outdoor athletic facility project. This is to include, but not be limited to, diagram of the complete facilities layout, specific amenities of each sport facility, and the identification of any new structures that may include locker room(s), storage areas, and/or office space.
- c. Upon receipt of this report, the Gender Equity Committee should expand the current Awards guideline to include the provision for end-of-season team banquet recognition and the criteria for team and/or individual banner display. Please submit a copy of these guidelines to the KHSAA by **March 1, 2014**.
- d. Upon receipt of this report, the Gender Equity Committee should develop an inclusive guideline that provides for the administrative oversight in relation to Booster Club (outside accounts) athletic expenditures. Please submit a copy of these guidelines to the KHSAA by **March 1, 2014**.

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A



## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Chris Stunson, Assistant Principal/Athletic Director, 859-626-2151

District Level Title IX Coordinator: Bailey Norris, Warren County Schools

Name	Title	Telephone
Taylor Grimes	Student Athlete	270-842-7302
Harlie Deweese	Student Athlete	270-842-7302
Rondell Green	Student Athlete	270-842-7302
Chris Stunson	Athletic Director	270-842-7302
Bailey Norris	District Title IX Coordinator	270-781-5150
Brad Tolbert	Principal	270-842-0203
Kate Frank	Volleyball Coach	270-842-7302
Will Spalding	Girls Soccer Coach	270-842-7302
Chase Goff	Asst. Football / Baseball Coach	270-842-7302
Gary Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509

## 10. Comments

The school was very welcoming and well prepared for the visit. The permanent Title IX file was organized and complete.

Interviews with students and coaches were very positive. Everyone was well informed and knowledgeable of established procedures and guidelines. The Warren County school system plans for a complete renovation and re-building of the on-campus outdoor facilities that is scheduled to begin in the early spring of 2014.

The public forum, scheduled for 3:00 pm, was held in the school auditorium. With no one in attendance, the audit team left Warren Central High School at 3:15 pm.