



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

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

School: Fulton City
 Prepared By: Gary W. Lawson
 Date of Re-Visit: September 25, 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
- Title IX 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: The data and rosters submitted in the annual Title IX reports indicated that the school had met the standard established in Test 1 for provision of athletic opportunities during only one of the past three school years (2010-11).

- 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 rosters and information submitted, the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The T-2 form in the 2012-13 annual Title IX report shows that no teams at any level have been added for either gender 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: The data and responses submitted in the annual Title IX reports indicate that the school has met the standard established in Test 3 for provision of athletic opportunities during two of the past three school years (2011-12 and 2012-13) and is currently meeting that standard. The information found that the most recent student athletic interest survey seems to support the responses on the T-3 form.

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

Comments: The documentation on the T-63 form in the 2011-12 annual Title IX report shows that the school received a 100% completion rate 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>Both the October 23, 2001 and the October 15, 2005 Title IX school visit reports deemed this area <i>Satisfactory</i>. At the time of the 2001 visit, the school appeared to be meeting the standard established in Test 1 and in 2005, the data indicated that the standard established in Test 2 was being met. The most recent data submitted indicates that the standard in Test 3 is being met. School officials were cautioned to make sure that team rosters are accurate and that indicated interests revealed on the upcoming student athletic interest survey are closely monitored. The school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, all the annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a current listing of the members of the Gender Equity Review Committee, game schedules for all school sponsored sports, a section of the student handbook which relates to athletics, facility usage schedules for the gym and weight training room, guidelines regarding awards and recognition of athletic accomplishments, written designation of the locker room and athletic storage space assigned each team, minutes for Gender Equity Review Committee meetings for the past three years, a uniform review, rotation, and/or replacement plan, and some guidelines relating to the provision of travel and per diem. (See <i>Travel and Per Diem</i> and <i>KHSAA Recommended Action</i>.) THE SCHOOL FILE DID NOT CONTAIN AN ATHLETIC FACILITY EMERGENCY PLAN AS REQUIRED BY KRS 160.445. (See <i>KHSAA Recommended Action</i>.) School officials were encouraged to continue to develop a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>The October 23, 2001 school visit report rated this benefit category <i>Deficient</i>. No team uniforms were made available for review during that visit. No uniform review, rotation, and/or replacement plan was in place. The</p>

<p>Equipment and Supplies continued</p>			<p>October 15, 2005 report designated this area <i>Satisfactory</i> stating uniforms, equipment, and supplies were readily available for viewing, <u>but there was still no uniform review plan in place.</u> The most recent visit showed that the school had developed a uniform rotation plan based on a four-year cycle. According to the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$133 per female athlete and \$88 per male athlete for equipment and supplies. The review of uniforms during the visit revealed a <u>significant disparity</u> in regard to the uniforms provided for softball players and those provided for baseball. Baseball was supplied <u>two uniforms</u> both of which were of higher quality than the <u>one uniform</u> provided for softball. This issue was discussed with school officials, the Gender Equity Review Committee and the softball coach. (See <i>KHSAA Recommended Action.</i>)</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>Both the previous school visit reports rated this benefit category <i>Satisfactory</i>. Documentation supplied by the school during the most recent visit indicated that both shared practice facilities (gym and weight training room) were assigned equitably. There was a disparity shown in the <u>number of competitive events scheduled</u> for softball compared to baseball. In 2012-13 the softball team played <u>11 games</u> (only 14 were scheduled) and the baseball team played <u>20 games.</u> (See <i>KHSAA Recommended Action.</i>) 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.</p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>		<p>The school visit reports of 2001 and 2005 deemed this benefit area <i>Satisfactory</i>. The most recent visit showed that the school had some written guidelines related to travel and per diem. These guidelines need to be expanded to provide parity in terms of mode of transportation, meals, and motel rooms. (See <i>KHSAA Recommended Action.</i>) The data submitted in the 2011-12 and 2012-13 annual Title IX reports indicate the school was</p>

			<p>spending approximately \$84 per female athlete and \$63 per male athlete for travel and per diem.</p>
Coaching	X		<p>Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The total amounts spent for coaches' salaries for teams of "like" sports appear to be comparable. A review of the district's extra service pay schedule showed parity. The number of coaches provided for teams of "like" sports was equivalent. Information gathered during the visit revealed that 100% of the head coaches of girls teams were on-campus employees while 70% of head coaches of boys teams were employed on campus.</p>
Locker Rooms, Practice and Competitive Facilities		X	<p>The 2001 and 2005 school visit reports deemed this benefit category <i>Satisfactory</i>. The 2005 report stated there was a major concern in regard to the disparity in the amenities provided at the softball field compared to baseball. It was requested that a plan be implemented to upgrade the softball field in several ways. Both fields are located about a mile away from the school. The baseball field is used by a semi-pro team, the Railroaders. This field has excellent amenities including a large open-air press box, spacious block dugouts, bermuda grass, and a very impressive wooden outfield fence. The softball field has chain link fence dugouts and a chain link fence scorers' cage—no press box. There are restrooms at the softball field, but interviews with student athletes indicated these were locked during most of their practices. The only improvement made at the softball field since the 2005 visit was the installation of safety guard on the outfield fence. Due to the lack of progress in relation to upgrading this facility, this benefit category is considered to be deficient. (See <i>KHSAA Recommended Action in relation to new deficiencies</i>.) The school currently has only two locker rooms that provide similar amenities. All male athletic teams are assigned one locker room, and all female teams use the other. Although equipment storage space is in short supply, it seems to be assigned equitably.</p>

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Medical and Training Facilities and Services	X		The 2001 and 2005 Title IX visit reports rated this benefit category <i>Satisfactory</i> . The school has a weight training room that appears to be accessible to female athletes. It was obvious during the tour that there was a lack of equipment appropriate for use by female athletes. This impression was supported by interviews with student athletes. (See <i>KHSAA Recommended Action</i> .) There was a usage schedule for the weight training room in the school file and posted at the facility. This schedule showed provision of equitable access. The school does not provide athletic training services for student athletes of either gender. The Parkway Regional Medical Center offers free physical examinations to any athlete on two designated days each summer.
Publicity	X		This benefit category was rated <i>Satisfactory</i> in 2001 and 2005. The school currently sponsors one cheerleading squad that cheers at all home and away games for the football and boys and girls basketball teams. The school file contained equitable written guidelines addressing the posting of banners in the gym, provision of athletic awards, and awards banquets. The data submitted in the 2011-12 and 2012-13 annual reports indicated that the school was spending approximately \$22 per female athlete and \$14 per male athlete for awards.
Support Services	X		The 2001 school visit report deemed this benefit category <i>Deficient</i> stating that the school failed to provide the financial information KHSAA required for assessment. The 2005 report rated this area <i>Satisfactory</i> stating that the necessary financial information was available for school years 2002-03 through 2005-06. At this time, the school has one athletic booster club that serves all sports. The club houses all its funds off the school campus. School administrators are currently updating the booster club agreement to <u>include a mechanism for administrative approval for all booster club purchases</u> . An analysis of athletic spending for the past two years showed that

Support Services continued			spending in 2011-12 was slightly outside of generally acceptable parameters for provision of parity. In 2012-13, the spending was well within these parameters—approximately \$482 per male athlete and \$495 per female athlete.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Title IX Improvement Plan (Form T-60)

The school's most recent Title IX improvement Plans call for the following:

- increasing spending for girls sports;
- improvement of procedures for purchasing with more emphasis on Title IX requirements.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one area rendered to be deficient following this most recent visit is in the area of *Locker Rooms, Practice and Competitive Facilities*. This rating stems from the school's lack of progress since 2005 in narrowing the disparity in amenities provided at the softball field compared to that at the baseball facility. It must also be documented that there is a distinct pattern of lack of provision of benefits for softball players when compared to baseball players in the number of competitive events scheduled and the quality of uniforms provided. It would seem to be incumbent upon the school to reverse the current pattern and offer an equivalence of benefits for these student athletes.

7. KHSAA Recommended Action in relation to new deficiencies

(Locker Rooms, Practice and Competitive Facilities)

On or before December 16, 2013, the school is to submit to KHSAA a detailed written plan for improving the amenities at the softball facility which would reduce the gap between that venue and the baseball field. The plan is to have reasonable projected completion dates for the projects listed. These projects are also to be a part of the school's Title IX Improvement Plans until all are completed.

The following **areas of concern** should be addressed in an effort to avoid future deficiencies.

(Accommodation of Interests and Abilities) On or before December 16, 2013, the school is to submit to KHSAA a copy of the *Athletic Facility Emergency Medical Plan* required by KRS 660.445

(Travel and Per Diem) On or before December 16, 2013, the school is to submit to KHSAA an expansion of their guidelines in this area to include equitable provision in regard to mode of transportation, meals, and motel rooms.

(Equipment and Supplies) On or before December 16, 2013, the school is to submit to KHSAA a written plan for offering parity in provision of softball uniforms. Pictures may be used as evidence of new purchases in this effort.

(Scheduling of Games and Practice Times) On or before December 16, 2013, the school is to submit to KHSAA a completed 2013-14 schedule for the softball and baseball teams. These documents are to show parity in the number of games scheduled. At the end of the season, the KHSAA web site should show parity in the number of varsity games played.

(Medical and Training Facilities and Services) On or before December 16, 2013, the school is to submit to KHSAA a plan for provision of more equipment in the weight training room that is suitable for use by female athletes. Some examples of appropriate equipment would be small hand weights (five pounds or less), universal machines, treadmills, etc. The provision of these items are also to be part of the school's Title IX Improvement Plan (T-60 form).

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There were no deficiencies designated in the October 15, 2005 school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Chad Malray, 700 Stephen Beck Dr., Fulton, KY 42041
(270) 472-1741

District Level Title IX Coordinator: Deborah W. Heisel, 400 W. State Line, Fulton, KY 42041
(270) 472-5758

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Mason Garland	Student Athlete	(270) 472-1741
Mary Kathryn Miller	Student Athlete	(270) 472-1741
Lisa McClain	Girls Basketball Coach	(270) 472-1741
Jennifer Dillon	Girls Softball Coach	(270) 472-1741
Deborah E. Heisel	District Title IX Coordinator	(270) 472-5781
Chad Malray	Athletic Director	(270) 472-1741
Donna Garland	Principal	(270) 472-1741
Tamara Smith	Superintendent	(270) 472-1553

10. Comments

One person from the community attended the Public Comments session. The meeting was adjourned at 3:40 pm CST.