



**KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT**

KHSAA Form T76
Rev..11/16

School:	Estill County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	October 15, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	Satisfactory
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	Satisfactory
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 30, 2010 Title IX school visit report rated the accommodation of student interest and abilities *Satisfactory* based on data that indicated that the standards established by Tests 1 and 3 for the provision of athletic opportunities were being met. The January 14, 2014 report rated this category *Deficient* because evidence showed that the school was not meeting the minimum standard for any of the three opportunities tests. The most recent student athletic interest survey at the time of the 2014 visit showed interest in bowling, archery, and bass fishing, and there was no evidence on the T-3 form that any of these indicated interests had been pursued for validity. A review of the annual reports for the past two years gives strong indication that the standards established by Tests 1 and 3 are now being met. The 2018-19 annual Title IX report shows that the percentage of participation is within 4.6% of the percentage of enrollment for females (Test 1). The T-3 form in the 2018-19 annual report shows the steps taken by the school to address the indicated interests in cross country and swimming (Test 3). The T-63 form in the 2017-18 annual Title IX report shows that an 81.3% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school’s Title IX file was thoroughly examined and found to contain all the 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 varsity teams, facility usage schedules for the gym and weight training room (see *Medical and Training Facilities* and *KHSAA Recommended Action*), regulations addressing the recognition of athletic participation and accomplishments (see *Publicity* and *KHSAA Recommended Action*), a written designation of locker room and athletic equipment storage space assigned each team (see *Locker Rooms, Practice and Competitive Facilities* and *KHSAA Recommended Action*), minutes for GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, regulations addressing the equitable provision of travel and lodging for student athletes (see *Travel and Per Diem Allowances* and *KHSAA Recommended Action*). School administrators were encouraged to continue to develop and implement equitable regulations addressing opportunities and benefits for student athletes.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending		X

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: The 2010 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The 2014 report noted that the school had a written uniform review/replacement plan based on a four-year rotation cycle and interviews with students and coaches indicated this plan was being implemented. All the uniforms reviewed during the most recent visit were of excellent quality and appeared to be supplied in equitable quantities. The uniform review, rotation, and or replacement plan seen during this visit showed that all teams are on a four-year cycle of replacement. Interviews with student athletes and coaches indicated this plan is being followed. The 2017-18 and 2018-19 annual Title IX reports show the school was spending \$152 per female athlete and \$208 per male athlete for equipment and supplies. This spending is slightly outside of generally accepted parameters for parity at a football-playing school. These expenditures should be monitored in regards to provision of equitable benefits.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The 2010 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The 2014 report noted that there was a disparity in the number of competitive events scheduled for girl's golf when compared to boy's golf. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports showed parity. There were usage schedules for the two shared by gender athletic facilities—the gym and weight training room. The schedule for the gym showed equitable access for female athletes, but the schedule for the weight training room did not. (See *Medical and Training Facilities* and *KHSAA Recommended Action*.) The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for parity in this endeavor.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation	X	
Provision for meals and housing		X
Equity of spending		X

BENEFITS REVIEW- TRAVEL AND PER DIEM: The 2010 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The 2014 report stated that the school did not have written regulations addressing parity in regard to mode of transportation and the provision of lodging for student athletes. The most recent visit revealed that specific regulations were in place addressing the mode of transportation (school buses and vans). UPON RECEIPT OF THIS REPORT, IT IS REQUESTED THAT THESE REGULATIONS BE EXPANDED TO INCLUDE THE PROCESS/CRITERIA FOR REQUESTING A CHARTERED BUS. The Title IX file also had regulations addressing equitable provision of lodging for student athletes. The file did not contain any guidelines addressing the equitable provision of meals. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 annual Title IX reports show the school was spending \$29 per female athlete and \$42 per male athlete for travel and per diem. The T-35 form in the 2018-19 annual report shows no expenditures for travel and per diem for football and boys soccer. The same report shows \$6,401 spent for travel for boys' basketball and \$247 spent for girls' basketball. School administrators confirmed during this visit that the travel expenditures submitted on the T-35 form in 2018-19 annual Title IX report were inaccurate. (See *KHSAA Recommended Action*.)

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The 2010 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The principal is responsible for the evaluation of all head coaches. A written instrument is not currently used as part of this process. A review of the extra service pay schedule for coaches showed parity in the amounts paid and the number of compensated coaches for "like" sports. The T-35 form in the 2018-19 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports were comparable. It was learned during the most recent visit that the coaching ratio for both male and female athletes is 14 participants per coach. Data provided by the school Title IX coordinator and the District Title IX coordinator shows that 67% (4/6) of the head coaches of girls teams and 83% (5/6) of the head coaches of boys teams are on-campus employees.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas		X
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: The 2010 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The 2014 report noted that the baseball team had an outdoor batting cage at the field and softball did not. The tour of facilities during the most recent visit revealed that several of the practice and competitive venues are off the school campus. The amenities at the indoor and outdoor facilities appear to be equitable. A listing of locker room assignments for all teams was available, but the tour of facilities and the interviews with the athletic director, coaches, and student athletes indicated that some teams did not have any assigned dressing areas. These teams included boys and girls soccer and softball. Interviews with coaches and student athletes also suggested that some teams did not know where their assigned dressing areas were located. The most significant challenge in this benefit category is that softball has no dressing area while baseball has a small but safe and secure dressing area in the back of their dugout. (See KHSAA Recommended Action.) All school teams are assigned equipment storage space. While the totality of this space is limited, it seems to be assigned equitably.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES		X
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access		X
Weight room usage schedule		X
Appropriate equipment for female use	X	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2010 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The 2014 report stated that the weight training room did not provide uninhibited female access since there was an opening between the weight room and the adjoining football dressing room that needed to be closed off. It was recommended that doors with locks on both sides be installed to cover this entire area. Currently, the school's weight room is large and well kept. It has numerous training options that are suitable for females. Several female friendly training options have been added since the 2014 visit. This facility, however, still does not provide the requested "uninhibited" female access. A swinging door which does not completely cover the opening is currently in place between the weight room and football dressing room. Fear of fire code violations was the explanation given for this opening not being covered as requested in 2014. A usage schedule for this facility was in the Title IX file, but this plan did not seem to show equitable female access during certain athletic seasons. A recent improvement in this benefit area is the equitable access to an athletic trainer who is available through a contract with Bluegrass Orthopedics. Student athletes are responsible for getting their own physical examinations. The issue of equitable female access in this benefit category is not evident due to the lack of uninhibited access to the weight room and failure to have an equitable usage schedule. Therefore, this category is currently rendered deficient. (See *KHSAA Recommended Action*.)

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: The 2010 and 2014 Title IX school visit reports rated this benefit category *Satisfactory*. The 2014 report documented the need for expansion of the existing regulations addressing recognition of student athletes to include the posting of both individual and team banners in the gym and the equitable provision of awards and banquets. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at one away game versus a district opponent. They also cheer at all home boys' basketball and girls' basketball games and at away games versus district opponents. The full band performs at all home football games. A pep band plays at all home boys and girls basketball games except when either team plays on Saturdays. A local radio station broadcasts all home football games and all home boy/girl doubleheader basketball games as well as all home softball and baseball games. The Title IX file contained a regulation regarding the retirement of jerseys, but there still were no regulations addressing parity in terms of the posting of athletic recognition banners or awards or post season banquets. (See *KHSAA Recommended Action*.) The 2017-18 and 2018-19 annual Title IX reports show that approximately \$21 per female athlete and \$29 per male athlete was spent for awards and recognition.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support		X
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The 2010 Title IX school visit report rated this benefit category *Satisfactory* while encouraging school administrators to “develop regulations for approval of all booster purchases which provide benefits to student athletes.” The 2014 visit report rated this category *Deficient* stating that an analysis of athletic spending during the past three years had shown expenditures that favored male participants on both a percentage and per athlete basis. The school currently has three exclusive offices for coaches—one for football, one for girls basketball, and one for boys basketball. The school has active booster clubs for all school sports except boys and girls golf and boys and girls tennis. All booster clubs have off-campus bank accounts. According to coaches and school administrators, there is no procedure in place for the oversight of booster expenditures in regard to equitable provision of benefits. The athletic director addressed this issue in writing to KHSAA in April, 2014. The most recent visit found no evidence that any of the procedures identified at that time have been implemented. **IT WAS STRONGLY RECOMMENDED TO SCHOOL OFFICIALS THAT SOME PROCEDURE FOR ADMINISTRATIVE OVERSIGHT OF BOOSTER SPENDING BE IMPLEMENTED.** An analysis of spending over the past two years shows that in 2017-18, \$399.42 per athlete was spent for female participants and \$470.86 was spent for male participants. In 2018-19, the data shows that \$449.12 was spent per female athlete and \$501.28 per male athlete. Over the two-year period of this analysis, a difference of \$61.40 in favor of male athletes was spent. This spending appears to be within generally accepted parameters for parity for a football-playing school. It should be noted that this analysis includes spending for travel and per diem which appears to be inaccurate. (See *Travel and Per Diem Allowances* and *KHSAA Recommended Action*.)

OTHER ACTIONS NECESSITATED BY THIS VISIT

<p>(Travel and Per Diem Allowances)</p> <p>The school is to submit to KHSAA written guidelines addressing the equitable provision of meals for student athletes. This item is to become part of the Title IX file along with regulations addressing the mode of transportation and lodging.</p> <p>The school is to submit to KHSAA a T-35 form for the 2018-19 school year with accurate expenditures listed in the <i>Travel and Per Diem</i> column. (Note: The expenditures shown will actually be for school year 2017-18.)</p>	<p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p>
<p>(Locker Rooms, Practice, and Competitive Facilities)</p> <p>The school is to submit to KHSAA a complete listing showing the dressing areas assigned to all school teams. This listing should be signed by all the head coaches at the school.</p> <p>The school is to submit to KHSAA a written plan for provision of a dressing room for the softball team that shows equivalence with the dressing area provided for the baseball team. This plan should include a locker room for the 2019-20 season as well as any long-term projects needed with realistic completion date(s).</p>	<p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p>
<p>(Publicity)</p> <p>The school is to submit to KHSAA written regulations for this benefit category which addresses equity regarding the posting of athletic banners for recognition of both teams and individuals.</p> <p>The school is to submit written regulations for this benefit category addressing the equitable provision of <u>awards</u> for athletic achievement and/or participation.</p> <p>The school is to submit to KHSAA written regulations addressing the equitable provision of post season banquets.</p> <p>(All these regulations should be placed in the school's Title IX File in the <i>Publicity</i> section.)</p>	<p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Shayla Carroll	Girls Volleyball Coach
Jordan Marcum	Football/Track
Kaylee Riddell	Student Athlete
Hannah Baker	Student Athlete
Cobbe Click	Student Athlete
Joshua Yost	Principal
Ruth Hughes	High School Athletic Director
Chris Winkler	District Athletic Director

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445) during the visit. The plan presented was comprehensive and venue-specific as requested by the statute.

School officials were also asked to identify the locations of any Automated External Defibrillators available at the school. There are three permanent AED's. One is located in the front school office, one in the gym, and one in the weight training room. There are also three portable AED's. Two of these travel with individual coaches to the soccer, softball, and baseball complexes. The third portable is carried at all times by the athletic trainer.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:25 pm EDT.

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification or Action to address deficiency
<p>(Medical and Training Facilities and Services) The school did not provide evidence of "uninhibited" equitable female access to the weight training facility.</p>	<p>The school is to submit to KHSAA a written plan for provision of secure access to the weight training room for female participants. This project should be a joint venture of the GERC, District Title IX Coordinator, school Title IX coordinator, and principal. This project should include expedient and reasonable completion dates.</p> <p>The school is to submit to KHSAA a usage schedule for the weight training facility which shows equitable female access. The schedule is to be signed by all head coaches of school teams. A copy of this schedule should be placed in the Title IX file and posted at the facility.</p>	<p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p>

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification or Action to address deficiency
<p>The deficiency designated in the area of Accommodations of Interest and Abilities in the January 14, 2014 Title IX school visit report appears to have been addressed. Data submitted on annual Title IX reports for the past two years indicate that the standards established by both Test 1 and Test 3 for provision of athletic opportunities are currently being met.</p>		
<p>The deficiency designated in the area of Support Services by the January 14, 2014 Title IX school visit report appears to have been addressed. Information submitted in the two most recent annual Title IX reports shows that total athletic spending in 2017-18 and 2018-19 was within generally accepted parameters for the provision of parity for a football-playing school.</p>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

<p>(Travel and Per Diem Allowances)</p> <p>The school is to submit to KHSAA written guidelines addressing the equitable provision of meals for student athletes. This item is to become part of the Title IX file along with regulations addressing the mode of transportation and lodging.</p> <p>The school is to submit to KHSAA a T-35 form for the 2018-19 school year with accurate expenditures listed in the <i>Travel and Per Diem</i> column. (Note: The expenditures shown will actually be for school year 2017-18.)</p>	<p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p>
<p>(Locker Rooms, Practice, and Competitive Facilities)</p> <p>The school is to submit to KHSAA a complete listing showing the dressing areas assigned to all school teams. This listing should be signed by all the head coaches at the school.</p> <p>The school is to submit to KHSAA a written plan for provision of a dressing room for the softball team that shows equivalence with the dressing area provided for the baseball team. This plan should include a locker room for the 2019-20 season as well as any long-term projects needed with realistic completion date(s).</p>	<p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p>
<p>(Publicity)</p> <p>The school is to submit to KHSAA written regulations for this benefit category which addresses equity regarding the posting of athletic banners for recognition of both teams and individuals.</p> <p>The school is to submit written regulations for this benefit category addressing the equitable provision of <u>awards</u> for athletic achievement and/or participation.</p> <p>The school is to submit to KHSAA written regulations addressing the equitable provision of post season banquets.</p> <p>(All these regulations should be placed in the school's Title IX File in the <i>Publicity</i> section.)</p>	<p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p> <p>On or before <u>January 7, 2020</u></p>

Weight Room

After reviewing his records, Mr. Lawson found documentation where the Building Inspector would not approve any change in the door systems in the facility that would include locking the door. What we plan to do is to add a divider in front of the swinging door that will allow the football players to go into the locker room without those using the weight room being able to see into the locker room making it equitably accessible for all. This will be completed by the end of March 2020.

ok
1/13/20

Softball Locker Room

The softball team will use the PE girls' locker room to change for games and practices. The boys' baseball team will use the PE Boys' locker room and girls softball will use the PE girls' locker room. What is on the back of the dugout is not a locker room it is a storage facility: where their old lockers from previous batting cage are stored. Both baseball and softball will have upgrades in their facilities that will be addressed in the spring facilities plan.

ok
stuf
1/13/20

ok
11/13/20

January 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 Christmas Break	2 Christmas Break	3 Christmas Break	4
5	6 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	7 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7	8 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	9 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7	10 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	11
12	13 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	14 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	15 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	16 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	17 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	18
19	20 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	21 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	22 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	23 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	24 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	25
26	27 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	28 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	29 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	30 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	31 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	

February 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
2	3 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7	4 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	5 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7	6 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	7 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7	8
9	10 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	11 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	12 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	13 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	14 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	15
16	17 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	18 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	19 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	20 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	21 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	22
23	24 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	25 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	26 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	27 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	28 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	29

March 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	3 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7	4 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	5 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7	6 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	7
8	9 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	10 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	11 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	12 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	13 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	14
15	16 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	17 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	18 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	19 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	20 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	21
22	23 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	24 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	25 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	26 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	27 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	28
29	30 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	31 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7				

April 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
BB- Basketball BB- Baseball			1 FB:3-4 SB:4-5 BB: 5-6 VB: 7-8	2 GB:3-4 BB:4-5 Track: 5-6 Soccer:6-7	3 FB:3-4 SB:4-5 BB: 5-6 VB: 7-8	4
5	4 VB:3-4 BB:5-6 SB: 6-7 FB: 7-8	5 BB:3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	8 VB:3-4 BB:5-6 SB: 6-7 FB: 7-8	9 BB:3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	10 VB:3-4 BB:5-6 SB: 6-7 FB: 7-8	11
12	13 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	4 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	15 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	16 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	17 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	18
19	20 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	21 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	22 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	23 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	24 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	25
26	27 FB:3-4 SB:4-5 BB: 5-6 VB: 7-8	28 GB:3-4 BB:4-5 Track: 5-6 Soccer:6-7	29 FB:3-4 SB:4-5 BB: 5-6 VB: 7-8	30 GB:3-4 BB:4-5 Track: 5-6 Soccer:6-7		


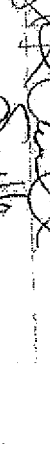
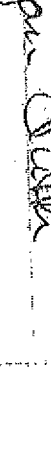


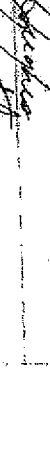
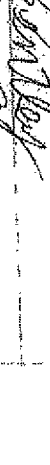

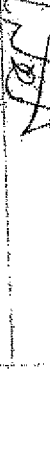


May 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 FB:3-4 SB:4-5 BB:5-6 VB:7-8	2
3	4 VB:3-4 BB:5-6 SB:6-7 FB:7-8	5 BB:3-4 Track:4-5 Soccer:5-6 GB:6-7	6 VB:3-4 BB:5-6 SB:6-7 FB:7-8	7 BB:3-4 Track:4-5 Soccer:5-6 GB:6-7	8 VB:3-4 BB:5-6 SB:6-7 FB:7-8	9
10	11 SB:3-4 BB:4-5 FB:5-6 VB:6-7	12 Track:3-4 Soccer:4-5 GB:5-6 BB:6-7	13 SB:3-4 BB:4-5 FB:5-6 VB:6-7	14 Track:3-4 Soccer:4-5 GB:5-6 BB:6-7	15 SB:3-4 BB:4-5 FB:5-6 VB:6-7	16
17	18 BB:3-4 FB:4-5 VB:5-6 SB:6-7	19 Soccer:3-4 GB:4-5 BB:5-6 Track:6-7	20 BB:3-4 FB:4-5 VB:5-6 SB:6-7	21 Soccer:3-4 GB:4-5 BB:5-6 Track:6-7	22 BB:3-4 FB:4-5 VB:5-6 SB:6-7	23
24	25 FB:3-4 SB:4-5 BB:5-6 VB:7-8	26 GB:3-4 BB:4-5 Track:5-6 Soccer:6-7	27 FB:3-4 SB:4-5 BB:5-6 VB:7-8	28 GB:3-4 BB:4-5 Track:5-6 Soccer:6-7	29 FB:3-4 SB:4-5 BB:5-6 VB:7-8	30
31						

June 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	2 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	3 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	4 BB: 3-4 Track: 4-5 Soccer: 5-6 GB: 6-7	5 VB: 3-4 BB: 5-6 SB: 6-7 FB: 7-8	6
7	8 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	9 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	10 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	11 Track: 3-4 Soccer: 4-5 GB: 5-6 BB: 6-7	12 SB: 3-4 BB: 4-5 FB: 5-6 VB: 6-7	13
14	15 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	16 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	17 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	18 Soccer: 3-4 GB: 4-5 BB: 5-6 Track: 6-7	19 BB: 3-4 FB: 4-5 VB: 5-6 SB: 6-7	20
21	22 FB: 3-4 SB: 4-5 BB: 5-6 VB: 7-8	23 GB: 3-4 BB: 4-5 Track: 5-6 Soccer: 6-7	24	25	26	27
28	29	30				

ok
1/13/20

Sport	Dressing Area	Coach's Signature
FOOTBALL	Field House Locker room	
VOLLEYBALL	Girls PE Locker Room	
BOYS SOCCER	Boys PE Locker Room for Games	
GIRLS SOCCER	Girls PE Locker Room for Games	
BOYS AND GIRLS GOLF	Estill County Country Club	
GIRLS BASKETBALL	Lockerroom in Success Academy Hallway	
BOYS BASKETBALL	Lockerroom in Success Academy Hallway	
BASEBALL	Boys PE Locker Room for Practices/ Games	
SOFTBALL	Girls PE Locker Room for Practices/ Games	
BOYS TENNIS/BOYS TRACK	Boys PE Locker Room for Practices/ Games	
GIRLS TENNIS/GIRLS TRACK	Girls PE Locker Room for Practices/ Games	

OK
11/3/20

TRAVEL and PER DIEM- Estill County High School Athletic Department does not pay for student rooms or meals on regular-season Athletic trips. This expense is either paid for by the supporting Booster Club or the individual student/athlete.

Added

Pregame Meals- Booster Clubs may decide to provide pregame game meal or meals for in season travel. It is recommended that the cost of these meals should be kept to a minimum of \$4 to \$7 dollars per athlete/student. These expenses will be approved and reported to the Principal/Athletic Director.

Postgame Meals- Booster Clubs may decide to provide post game meals during in season travel. It is recommended that the cost of these meals should be kept to a minimum of \$6 to \$9 dollars per athlete/student.

Athletes will be made aware of meal expenses that they will incur themselves while on trips, whether the trip is overnight or play and return. The practice of Boosters providing athletes with either a pregame or post game meal or snack will be encouraged of all groups when there are sufficient funds available. If coaches have enough left in their budget they may use funds to pay for lodging or other expenses to attend State Championship events.

State Championships- Estill County Board of Education or the Estill County High School does pay for lodging and meals when one of our teams or individuals is involved in State Championship events. This is also the case for the Boys and Girls Golf Teams in Regional Competition when the length of travel requires an overnight stay.

ESTILL COUNTY HIGH SCHOOL ATHLETIC DEPARTMENT

Transportation/ Lodging/ PerDiem Travel

TRANSPORTATION- Estill County Board of Education pays for ALL Athletic and Academic Team transportation expenses. The transportation is provided by Estill County Schools bus drivers by Board employed bus drivers or by Board owned vans which can be driven by board approved employees who have had a driving background check. Teams that have more than six people competing will travel by bus but those teams who have six members traveling will take board owned vans driven by an approved employee. (See attached table)

The only exception is overnight travel during the regular season. In the case of overnight trips during the regular season, the Booster Club of the particular sport/ activity is responsible for the difference in travel cost plus the driver's expenses. Estill County Board of Education pays for overnight travel when it is in the postseason. All overnight trips must be approved by the Principal and/or Athletic Director. In making a request to travel overnight the team should include in their request the amount of money budgeted for hotel/motel stays, meals paid for by the boosters, meals paid for by the players themselves, other expenses that may be incurred, the approximate expenses for the driver, and an estimated departure and arrival time. The team should include any other activities planned by the team and coaches while on the trip in addition to the schedule of the playing times.

Lodging- Estill County High School Athletic Department does not pay for student rooms or meals on regular-season Athletic trips. This expense is either paid for by the supporting Booster Club or the individual student/athlete. If the program takes an overnight trip during the regular season the Head Coach/ Boosters must get permission from the Principal and Athletic Director. For a program to stay overnight they must meet the following requirements:

- NO OUTSIDE ENTRANCE INTO THE ROOMS
- FREE CONTINENTAL BREAKFAST
- FOUR TO A ROOM
- NO BOYS OR GIRLS WILL SHARE A ROOM
- ROOMS SHOULD COST NO LESS THAN \$80 BUT NOT EXCEED \$125
- COACHES MUST HAVE ROOMS ON THE SAME FLOOR

MODE OF TRANSPORTATION

Team	Mode of Transportation
Volleyball	Bus
Boys Soccer	Bus
Girls Soccer	Bus
Football	Bus
Golf- Boys and Girls	Vans
Bass Fishing	Private vehicles due to hauling boats
Girls Basketball	Bus
Boys Basketball	Bus
Archery	Bus
E-Sports	Bus
Marching Band	Bus
Cheerleaders	Bus
Softball	Bus
Baseball	Bus
Track	Bus
Tennis	Bus



PRIMINARY 2018-19 → (2017-8)
 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

11/3/20
dygert

T35 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART

NISAA Form T35
 Rev. 10/15

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Archery										
Baseball			\$5,082.00							
Basketball - Boys			\$11,476.00							
Basketball - Girls			\$4,432.00							
Bowling - Boys										
Bowling - Girls										
Cross Country - Boys										
Cross Country - Girls										
Fast Pitch Softball			\$5,200.00							
Field Hockey - Girls										
Fishing										
Football			\$6,363.00							
Golf - Boys										
Golf - Girls										
Lacrosse - Boys										
Lacrosse - Girls										
Marksmanship										
Slow Pitch Softball										
Soccer - Boys			\$3,271.00							
Soccer - Girls			\$4,541.00							

PRIMINARY



PERRIN INDEPENDENT SCHOOLS
KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

T35 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART

KHSAA Form T35
Rev. 10/15

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Swimming - Boys										
Swimming - Girls										
Tennis - Boys			724.00							
Tennis - Girls			729.00							
Track - Boys			97.00							
Track - Girls			97.00							
Volleyball			53181.00							
Wrestling										

Note: The Coed sports (Archery, Fishing and Marksmanship) are not included in Expenditure Totals for Boys and Girls.

Expenditures for Boys		%
Expenditures for Girls		%
Total Expenditures		

PERRIN INDEPENDENT SCHOOLS

ESTILL COUNTY HIGH SCHOOL ATHLETIC DEPARTMENT

LOCKER ROOM ASSIGNMENT

*ok
1/13/20*

FOOTBALL - Field house locker room

VOLLEYBALL- Girls PE locker room for practices and games. They also have access to the girls' basketball locker room when necessary.

BOYS SOCCER- Boys PE Locker room for games-a small dressing area is provided at Wiseman Crossing Park where the teams practice.

GIRLS SOCCER- Girls PE Locker room for games- a small dressing area is provided at Wiseman Crossing Park where the teams practice.

Boys and Girls Golf will use the locker room at the Estill County Club

Girls Basketball - Girls Basketball locker room downstairs in the success academy hallway.

Boys Basketball- Boys Basketball locker room downstairs in the success academy hallway.

Baseball- Boys PE locker room before practices and games.

Softball- Girls PE locker room before practices and games.

BoysTennis/ Boys Track- Boys PE locker room in the gym

Girls Tennis/ Girls Track- Girls PE locker in the gym.

ok
1/13/10

Estill County High School

I have received copies of the January, February, March, April, May, and June Calendars for the weight room at Estill County High School. I am the head coach of my respective program.

Blake Crowe
Lynn West
Ruth Hughes
Jon Bentley
Ryan Sutter

Shayla Carroll

Blake Crowe	Baseball
Lynn West	Softball
Ruth Hughes	Girls Basketball
Jon Bentley	Boys Basketball
Ryan Sutter	Boys Soccer
No Coach	Girls Soccer
Jordan Marcum	Girls and Boys Track/ Football
No Coach	Tennis Boys and Girls
Shayla Carroll	Volleyball

Athletic Banners

ok
done
1/13/20

Athletic Banners for Teams:

Each sports team will have a banner on display inside the gym. For Basketball, Soccer, Volleyball, Football, Golf, Softball, and Baseball will have District Championships and Regional Championship Dates (years) listed on them. For other sports/ activities (cheerleading, fishing, archery, E-Sports, and Academic Team) they will have a banner that is specific to their activity or sport.

Athletic Banners for Individuals:

In order for an individual athlete to be recognized on a banner in the gymnasium they must, be a school record holder and be First Team All-State.

Banquets and Awards

*ok
Aug
11/3/20*

At the conclusion of each season, a team will host a banquet to honor the seasons' accomplishments. All plans for the banquet should be run through the High School Athletic Director and the school principal for approval in provision in regards to parity. The banquet meal will be provided that will cost between \$8-\$12 per player. All banquet ideas must be ran through the athletic director and the school principal to ensure that every sports team has equitable banquets.

Athletic Department season-ending awards fall into two categories. The two categories are Senior Recognition and Statistical/ Leadership Awards. The Statistical/ Leadership Awards are determined by the criteria developed by the Coaching Staff and/or team. In order for a player to receive an award, an athlete must complete the season, complete all team obligations, and be in good standing. There can be waivers for unforeseen and individual circumstances.

Individual trophies provided by Estil County High School should cost between \$5-\$10 and statistical awards should cost between \$7-\$12.