



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

KHSAA Form T76  
Rev. 11/16

School:	Bath County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 17, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

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

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The November 12, 2007 Title IX school visit report rated this area **SATISFACTORY** based on information the school provided that indicated Test 3 was being met. The November 19, 2012 report rated the provision of athletic opportunities to be **DEFICIENT** stating that the school failed to offer evidence that it was meeting the standard of any of the three opportunities tests. The report emphasized that the indicated interests in tennis and bowling had not been addressed. A review of the annual reports for the past two years indicates that the standards established for Test 1 and Test 3 are currently being met. The summary for the 2017-18 annual report notes that the school is taking steps to validate the indicated interests in tennis, bowling, dance, and archery. The T-63 form in the 2017-18 annual report shows that an 88.1% completion rate was received on the most recent student athletic interest survey. During the most recent school visit, the Title IX file was reviewed and found to contain a board-approved extra service pay schedule for coaches, a list of the current members of the Gender Equity Review Committee, recent game schedules for all school-sponsored varsity teams, facility usage schedules for the gym, the "Turf Field" (football and boys and girls soccer), the indoor hitting facility, and both of the weight training rooms. There were also some regulations addressing the recognition of student athletes (see *Publicity* and *KHSAA Recommended Action*), written designation of both the locker room space and athletic equipment storage space assigned each team (except boys and girls golf), and agendas for GERD meetings held during the past three years (see *KHSAA Recommended Action*). There was a listing of the spending allotment for uniforms (see *Equipment and Supplies* and *KHSAA Recommended Action*) and guidelines addressing meals for student athletes (see *Travel* and *Per Diem Allowances*). School officials were strongly encouraged to work toward the development and maintenance of a comprehensive Title IX file.

### 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:** Both the 2007 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. All the uniforms reviewed during the most recent visit appeared to be of mid-to-high quality. The uniforms made available for viewing showed the following differences in regard to "like" sports: (1) Girls softball had an advantage over baseball in the quantity of uniforms supplied; (2) Boys cross country had an advantage over girls cross country in regards to quantity and completeness of uniforms provided; (3) Girls soccer had an advantage over boys soccer in regards to quantity of total uniforms and accessories (garment bag); (4) Girls track had an advantage over boys track in the provision of accessories (tote bag). These disparities, while appearing to be an advantage for the underrepresented gender, should be addressed by the Gender Equity Review Committee. The Title IX file included a listing of the financial allotments for uniforms, but not a uniform review, rotation, and/or replacement plan showing equitable cycles of replacement for all school-sponsored teams. Interviews with students and coaches gave no indication that a comprehensive plan was being followed. (See *KHSAA Recommended Action*.) According to the 2016-17 and 2017-18 annual Title IX reports, the school was spending approximately \$120 per female athlete and \$189 per male athlete for equipment and supplies.

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:** Both the 2007 and 2012 Title IX school visit reports designated this benefit category *Satisfactory*. In 2012, the school did not have a usage schedule for the off-campus hitting facility shared by baseball and softball. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. Shared competitive venues at the school are the gym, "Turf Field" (football and girls and boys soccer), indoor hitting facility (baseball and softball), and two weight training rooms. Equitable usage schedules for each of these venues were in the Title IX file. The need for equity in regards to scheduling competitive events during the most opportune playing times was emphasized to school officials.

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 2007 Title IX school visit report rated this category **Deficient** because of the school's failure to submit spending data for athletic travel during the previous four years. The school also failed to have regulations addressing parity in regards to travel and per diem. In 2012, this category was rated **Satisfactory** stating that travel expenditures had been submitted to the previous three years and that spending appeared to be within acceptable parameters. In 2012, the Title IX file contained guidelines for this benefit category, but these guidelines did not address parity in relation to lodging for student athletes. During the most recent school visit, no specific regulations addressing parity in regards to mode of transportation, meals, or lodging for student athletes was available. Interviews with student athletes did not confirm that equity was provided in regards to these benefits. Because of the school's failure to provide evidence (information) for these three areas, this benefit category is rated **Deficient**. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$164 per female athlete and \$141 per male athlete for travel and per diem.

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

**BENEFITS REVIEW- COACHING:** Both the 2007 and 2012 Title IX school visit reports rated this benefit category **Satisfactory**. The school's principal is responsible for the evaluation of all head coaches. A written instrument is not currently being used as a part of this process. The district's extra service pay schedule for coaches indicated parity in regards to salaries and the number of compensated coaching positions. A review of the T-35 form in the 2017-18 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Data gathered during the most recent visit revealed that the coaching ratio for female athletes is 11.3 participants per coach, and the ratio for male athletes is 10.5 participants per coach. It was also learned that 43% (3/7) of the head coaches of girls teams and 57% (4/7) 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 Title IX school visit reports in 2007 and 2012 rated this benefit category *Satisfactory*. New softball and baseball fields were under construction in 2007. The 2012 report documented the completion of the baseball and softball fields with essentially the same amenities. All the athletic venues inspected during the most recent visit appeared to be well maintained and offer high quality amenities on an equitable basis. There are five dressing rooms. Three of these are used exclusively by individual teams—football, boys basketball, and girls basketball. All other teams share the other two dressing rooms. Athletic equipment storage space as well as dressing room space seems to be in short supply but the available space appears to be assigned equitably. The high school is currently going through a major renovation project that is expected to provide additional storage space according to school administrators.

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:** Both the 2007 and 2012 Title IX school visit reports rated this benefit category as *Deficient*. At the time of the original Title IX visit in 2001, there was no evidence that any access to the weight training room was provided for female athletes. In 2007 and again in 2012, the usage schedule for the weight room showed only male access. Interviews with student athletes in 2012 indicated that girls could use the facility during “open periods” but they were not allowed scheduled access. The most recent visit revealed that the school has two weight training rooms located side by side adjacent to the gym. The smaller room (weight room #1) has a significant amount of equipment suitable for female athletes. The larger training room (weight room #2) has fewer options for female use. Unlike the previous visits, the Title IX file contained an equitable usage schedule for both facilities. Interviews with student athletes and coaches confirmed that equitable access is available. All student athletes have the services of an athletic trainer one afternoon per week through a contract with the University of Kentucky. Free physical examinations for student athletes are provided by the St. Clair Regional Clinic on a designated day in June.

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 2007 and 2012 Title IX school visit reports rated this benefit category **Satisfactory**. The 2012 report requested that equitable guidelines be developed to address the provision of awards. The school currently sponsors one cheerleading squad that is assigned to cheer at all home football games and at an equal number of boys and girls basketball games monitored for equivalence by the principal. The pep band performs at all home football games and all home boys and girls basketball games. A local radio station carries all football games and all home boys and girls basketball games. The school has written regulations for provision of parity in regards to post season banquets and the posting of athletic banners. These regulations did not address the provision of awards. (See KHSAA Recommended Action.) The 2016-17 and 2017-18 annual Title IX reports show that the school was spending approximately \$36 per female athlete and \$25 per male athlete for awards.

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 2007 and 2012 Title IX school visit reports rated this benefit category **Satisfactory**. The school currently has booster clubs supporting all school-sponsored teams except boys and girls golf, volleyball, and boys and girls cross country. All booster clubs house their funds off the school campus. The school has a regulation in place stating that any equipment purchased by boosters for student athletes must be approved by the principal. The board of education has a policy in place that any item purchased for athletics that costs more than \$1,000 must be approved by the school board. The annual report summary for 2016-17 revealed that total athletic spending was well within generally accepted parameters for the provision of parity on both a percentage and per-athlete basis. The 2017-18 Title IX summary report shows that 60% of the total spending was for male athletes who made up 55% of the participants and 40% of the spending was for female athletes who made up 45% of the participants which results in approximately \$588 per male athlete and \$478 per female athlete. Over the two-year period of this evaluation, athletic spending seems to be within generally accepted parameters for the provision of parity at a football-playing school.

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
<b>(Travel and Per Diem Allowances)</b> School did not have regulations addressing all the pertinent areas of this benefit category.	The school is to submit to KHSAA written regulations addressing the equitable provision of <u>mode of transportation, meals and lodging</u> for student athletes.	On or before <u>December 3, 2018</u>

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
The deficiencies documented in the November 19, 2012 school visit report in the areas of <i>Accommodation of Interests and Abilities</i> and <i>Medical and Training Facilities and Services</i> appear to have been successfully addressed by the school.	NA	NA

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

<b>Action</b>	<b>Due Date</b>
<b>(KRS.160.445)</b> The school is to submit to the KHSAA an Athletic Facility Emergency Medical Plan that meets the requirements set in the statute. This plan must be venue specific.	On or before <u>December 3, 2018</u>
<b>(Accommodation of Interests and Abilities)</b> The school is to submit to KHSAA written minutes for at least three Gender Equity Review Committee meetings held during the 2018-19 school year.	On or before <u>April 26, 2019</u>
<b>(Equipment and Supplies)</b> The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan which shows <u>at least</u> one full cycle of replacement for all school sponsored teams. <u>This document is to be signed by all members of the Gender Equity Review Committee, all head coaches, and the principal.</u>	On or before <u>December 3, 2018</u>
<b>(Publicity)</b> The school is to submit to KHSAA a written expansion of the current regulations for this category which addresses <u>the equitable provision of athletic awards.</u>	On or before <u>December 3, 2018</u>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Gary W. Lawson	KHSAA
Erin Barker	Student Athlete
Taylor Purvis	Student Athlete
Mark Collier	Head Girls Basketball Coach
Rick Staviski	Head Girls Track Coach
Melanie Elwin	Principal
Jeff Eaglin	Athletic Director
Bart Williams	Athletic Director
Diana Cline	Assistant Principal
Tamela Porter	Guidance Counselor

**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). At the time of this visit, the school could not provide a venue-specific plan. (See KHSAA Recommended Action.) School officials showed the KHSAA representative the location of two Automated External Defibrillators. One was located between the public restrooms adjacent to the gym. The other was located at the school nurse's station. Both AED's are available for use by athletic teams.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:45 pm EDT.