



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

KHSAA Form T76
Rev..11/16

School:	Berea High School
Prepared By:	Jeff Marksberry
Date of Re-Visit:	February 1, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

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

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the data and information submitted, it appears that Berea High School has met the standards for both Test 1 and Test 3. Berea High School currently offers eleven (11) varsity sport/sport activity opportunities for females and eleven (11) varsity sport/sport activity opportunities for males. School administration was reminded of the required Student Interest Survey for the 2023-24 school year. School administrators were also reminded of the importance for accurate team and roster submission so that submitted data provides an accurate picture of the school athletic department. The permanent Title IX file was well organized and complete.

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: There was written evidence of a uniform review and/or three (3) year replacement plan for all teams. There was written documentation which showed equitable monetary allotments provided for each team for the purchase of uniforms. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. Interviews with students and coaches provided evidence that they were well aware of the uniform review/replacement plan. The school provides everything a student would need to participate. An overall review of spending for this category revealed that approximately \$415.00 was spent per male athlete and approximately \$340.00 was spent per female athlete. Based on data submitted, the spending amounts per athlete appear to be satisfactory.

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: There was viewed evidence of all team schedules in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity in regards to the number of competitive event opportunities provided for the like sports. There was written evidence showing equitable scheduling for the shared facilities of the two gymnasiums (Singleton gym and Conkin gym), tennis courts, track, and natatorium. Several facilities are located at Berea College but there is equitable access for all teams at these facilities.

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: There was written and viewed evidence of a travel guideline that included the mode of transportation as school bus for competitive events. There was written evidence for the provision of meals which included a per day monetary amount. There was also evidence of a provision for housing with specific guidelines. Coaches interviewed stated that they follow the Travel and Per Diem guidelines when taking their teams on an overnight trip. An overall review of spending for this category showed that approximately \$181.00 was spent on males and \$176.00 was spent on females.

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

BENEFITS REVIEW- COACHING: There was evidence of a school board approved salary schedule which showed overall equivalence in coaching stipend amounts and parity for the number of positions provided for like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 6:1 for females and 6:1 for males. Interviews with administration indicated that there is currently not a written evaluation tool in place. Each coach meets with AD at the end of each season for appraisal.

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: There was written and viewed locker room and storage assignment for all teams. Viewed locker rooms appeared equitable with similar amenities. Storage areas were all in close proximity to each competitive facility as well as to each assigned locker room area. All locker rooms and competitive facilities were very clean and well maintained. On campus practice and competitive facilities include those for volleyball, football, soccer, basketball, softball, baseball, and archery. Off campus facilities include those for golf, cross country, swimming, tennis, and track. Golf utilizes the Berea Golf Club. The sports utilize the facilities at Berea College. The administration of Berea High School is to be commended for their excellent care of the facilities.

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: There is one (1) weight room area located in the school. The weight room is centrally located and it provides equitable access. There is a new weight room that is currently being constructed and this will greatly enhance the student athlete experience at Berea High School. The new weight room will provide much more space to accommodate more athletes. The current weight room is very well organized and it contains equipment appropriate for female use. There was a schedule in the Title IX file and a posted schedule visible in the weight room. Interviews with administration indicated that athletic training services were provided 1 time per week through the University of Kentucky. Students are responsible to obtain their own physical exams.

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: There was viewed evidence of a written guideline which provided administrative oversight relative to the equitable assignment of cheerleading, band, and dance team as support groups football, girls basketball, and boys basketball. There was written evidence of an Awards/Recognition guideline that included the specifics relative to team letters/bars, banquets, banner display, school awards, Hall of Fame, and jersey retirement. The award guidelines were very specific and very well written. There was viewed evidence of seasonal sports programs that were equitable in publicizing all teams. An overall review of spending in this category showed that approximately \$102.00 was spent on females and \$106.00 was spent on males.

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 availability and assignment of office space appeared to be equitably assigned. Interviews with administration indicated that football was the only team with an external booster account. There was written evidence of a booster agreement in the school Title IX file and viewed regulations set forth by administration. Interviews with administration indicated there was administrative oversight of the booster club. All other teams maintain funds in their respective school accounts. Interviews with coaches indicated knowledge of the school process for approval to purchase items. An overall review of spending for a two-year period falls within acceptable parameters on both a percentage and per athlete basis.

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
No deficiencies observed		

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
No deficiencies observed		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
The school should make sure there is an Emergency Action Plan in existence for all indoor and outdoor athletic venues.	Not for submission.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Jeff Marksberry	KHSAA
Kathy Johnston	KHSAA
Abbigail Beard	Student Athlete Basketball/Soccer
Thomas Banderman	Student Athlete Football/Basketball/Baseball
Emma Fraley	Coach: Dance
Dammian Stepp	Coach: Girls Basketball
Jerry Bingham	Athletic Director
Tony Tompkins	District Title IX Coordinator/ HR
Nathan Sweet	Asst HR/Asst District Title IX Coordinator
Aaron Stepp	Assistant Principal
Karen Wilhoite	District AP
Buffey Robinson	Bookkeeper/GERC Secretary
Melissa Stepp	District Payroll
Melissa Banderman	Booster Club
Eric Fields	Coach: Boys Basketball

OTHER GENERAL OBSERVATIONS

Berea High School administration and athletic director are to be commended for their commitment to providing an equitable program and facilities for all athletes. Berea High School has an excellent coach's handbook that is very informational and well put together. It appears the students are the school's main focus for the areas of Opportunities and Benefits. Administration was very well prepared for the visit. The school Title IX file was well organized and complete. There was written and viewed evidence of the location of all available AED units which included five (5) portable units.

The public forum, scheduled for 3:00, was held in the auditorium. One person showed up for the public forum and a discussion was held for approximately 10 minutes. The audit team left Berea at 3:20 pm.