



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

KHSAA Form T76  
Rev..11/16

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School:	Breckinridge County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 20, 2018
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2018-2019

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
<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 October 27, 2009 school visit report rated this area *Satisfactory* based on information indicating the school was meeting the standards established by both Test 1 and Test 3 for the provision of athletic opportunities. The October 30, 2012 report stated that the opportunities component was *Deficient* because the data and information submitted on recent annual reports showed that the school was not meeting the minimum standard established by any of the three opportunities tests. There was no evidence that the indicated interest in girls' track and girls' tennis had been pursued for validity. A review of recent annual reports offers strong evidence that the school is currently meeting the standards established by both Tests 1 and 3. The most recent student athletic interest survey showed interest in tennis, track, and swimming. The T-3 form in the 2017-18 annual Title IX report indicates that these interests are being addressed. The T-63 form shows that a completion rate of 84.2% was received on the most recent student athletic interest survey. During the 2018 school visit, the Title IX file was reviewed and found to contain annual Title IX reports for the past five years, the three previous Title IX school visit reports, a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored teams, facility usage schedules for athletic venues shared by both genders, guidelines addressing recognition of student athletes (see *Publicity* and *KHSAA Recommended Action*), written designation of locker room and athletic equipment storage space assigned each team, minutes for Gender Equity Review Committee meetings held during the last three years, a uniform review, rotation, and/or replacement plan (see *Equipment and Supplies* and *KHSAA Recommended Action*), and regulations addressing per diem for student athletes. (See *Travel and Per Diem* and *KHSAA Recommended Action*). School officials were encouraged to continue to work to build and maintain comprehensive regulations for the provision of parity 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:** Both the 2009 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report documented that the school's uniform rotation/review plan did not show a full cycle of replacement for all school-sponsored teams. The most recent visit revealed that the school has a written plan for replacing uniforms based on a three-year cycle for all teams except girls and boys golf and archery which are replaced annually. The interviews with coaches and student athletes did not confirm that this plan was being followed. (See KHSAA Recommended Action.) All the uniforms and equipment observed during the most recent visit appeared to be of high quality and supplied in equitable quantities except in the case of baseball (four uniform tops) compared to softball (two uniform tops). School officials were requested to investigate this situation and share their findings with the Gender Equity Review Committee. According to information in the 2016-17 and 2017-18 annual Title IX reports, the school was spending approximately \$134 per female athlete and \$115 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:** The 2009 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report stated there appeared to be a disparity in the number of varsity contests scheduled for softball compared to baseball. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. Facility usage schedules showing equitable access for both genders were provided for the gym, the indoor hitting facility, and the weight training room. School officials were encouraged to continue to emphasize equity in regards to scheduling competitive events during opportune playing times.

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:** Both the 2009 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report documented that an evaluation of spending could not be completed in this area because it was determined during the visit that the school was not submitting accurate expenditures for travel and per diem. During the most recent visit, school officials provided a written regulation addressing lodging for student athletes which indicated parity. There was also a general statement regarding meals that was extremely vague. The current regulations did not address equity in relation to the mode of transportation. (See *KHSAA Recommended Action*.) The 2016-17 and 2017-18 annual Title IX reports appear to contain accurate expenditures for this category. These reports show that the school was spending approximately \$108 per female and \$88 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:** The 2009 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The principal and athletic director work together to evaluate all head coaches and a written instrument is not currently being used as part of this process. A review of the district's extra service pay schedule for coaches indicates parity. 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 are comparable. According to information gathered during the most recent visit, the ratio for male athletes is 11.4 participants per coach, and the ratio for female athletes is 13.8 participants per coach. **THIS RATIO FAVORS MALE ATHLETES.** This situation should be reviewed by the Gender Equity Review Committee. Data gathered during this visit showed that 50% (3/6) of the head coaches of girls teams and 60% (3/5) of the head coaches of boys teams are on-campus employees.

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

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2009 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. All the competitive venues were considered excellent in both reports. The 2012 report requested that school officials and the GERC review the locker room assignments as they were then. It was revealed during the most recent school visit that there are now five well-maintained locker rooms that are shared by all school-sponsored teams. No team has an exclusive dressing room. These locker rooms seem to be assigned equitably. Interviews with student athletes indicated that some teams may not have access to their assigned dressing rooms on a daily basis. **SCHOOL OFFICIALS WERE REQUESTED TO REMIND COACHES OF THE DESIGNATED LOCKER ROOM ASSIGNMENTS AND TO EMPHASIZE THE IMPORTANCE OF ATHLETES HAVING ACCESS TO THEIR ASSIGNED FACILITIES.** Breckinridge County High School has a relatively large amount of equipment storage space which appears to be assigned with parity and proximity to the teams' practice and playing venues as a priority. All the practice and competitive venues are very well-maintained and the facilities for "like" sports seem to offer equitable amenities.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 2009 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The 2012 report emphasized the need for the usage schedule for the weight training room to be part of the Title IX file as well as to be posted at the facility. The most recent visit revealed that the school has a small weight training room located near the gym. The room has some equipment suitable for female athletes. An equitable usage schedule for this venue was in the Title IX file and posted at the facility. Interviews with students and coaches verified equitable female access. The school does not provide regular access to an athletic trainer. Two local physicians offer free physical examinations to student athletes on a designated day each spring.

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

**BENEFITS REVIEW- PUBLICITY:** The 2009 and 2012 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that cheers at all home football games and all home boys and girls basketball games. The full band performs at all home football games. A pep band plays at an equal number of home games for boys and girls basketball. The number of games is monitored by both the athletic director and principal in regard to equity. A local radio station broadcasts all football and boys basketball games and all home girls basketball games. The school has equitable written regulations addressing the posting of athletic banners, the provision of awards, and requirements for entrance into the Athletic Hall of Fame as well as the retirement of jerseys. Guidelines for the provision of parity in regard to post season athletic banquets were not made available at the time of the most recent visit. (See KHSAA Recommended Action.) The 2016-17 and 2017-18 annual Title IX reports indicate that the school was spending approximately \$29 per female athlete and \$26 per male athlete for awards.

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

**BENEFITS REVIEW- SUPPORT SERVICES:** The Title IX school visit reports from 2009 and 2012 rated this benefit category *Satisfactory*. The 2012 report stated that there was no procedure in place for oversight of booster spending and that the two booster clubs kept their funds off the school campus. According to school officials, there are currently no active athletic booster clubs supporting school-sponsored teams. Fundraising by team participants and their coaches is a major source of support for school teams. All expenditures for athletes go through school accounts, and the purchase order process is strictly followed. The Title IX summary for the 2016-17 annual report shows that the school spent approximately \$549 per female athlete and \$592 per male athlete. The 2017-18 annual report summary showed that the school spent approximately \$559 per female athlete and \$438 per male athlete. This information indicates that over the two-year period of this evaluation that this spending was well within generally accepted parameters for the provision of parity for a football-playing school.

**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 were designated as a result of the September 20, 2018 school visit.		

**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
The deficiency in the area of <i>Accommodation of Interests and Abilities</i> designated by the October 30, 2012 Title IX school visit report appears to have been addressed by the school.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>(160.445)</b> The school is to submit to KHSAA an Athletic Facility Emergency Medical Plan which is <u>venue-specific</u> as required by the statute.	On or before <u>December 3, 2018</u>
<b>(Publicity)</b> The school is to submit to KHSAA an expansion of the written regulations within this benefit category which addresses the equitable provision of post season banquets for student athletes.	On or before <u>December 3, 2018</u>
<b>(Equipment and Supplies)</b> The school is to submit to KHSAA a copy of its uniform review, rotation, and/or replacement plan that is signed (verifying knowledge of and adherence to) by all head coaches, all members of the Gender Equity Review Committee, and the principal and athletic director.	On or before <u>December 3, 2018</u>
<b>(Travel and Per Diem)</b> The school is to submit to KHSAA an expansion of the current regulations for travel and per diem which addresses the <u>equitable provision of meals and the mode for transportation</u> for student athletes.	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
Halle Barr	Student Athlete
Noah Dowell	Student Athlete
Brad Hockenberry	Softball Coach
Rob Garrett	Girls Soccer Coach
Dale Butler	District Title IX Coordinator
Walt Hilderbrandt	Athletic Director
Adam Cox	Principal
Jonathan Bennett	School Title IX Coordinator

**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 plan presented was very comprehensive but not venue-specific. (See KHSAA Recommended Action.) School officials showed the KHSAA representative the location of five Automated External Defibrillators. All of these AED's are available for use by athletic teams. The AED's are located in the following areas:

- On outside wall adjacent to the gym;
- In the athletic director's office;
- In the field house;
- In the indoor hitting facility;
- At the Hardinsburg Recreational and Sports Complex (baseball and softball fields).

No one from the community attended the Public Comments session. The school's athletic director and district Title IX coordinator were commended for their preparation for the school visit. The meeting was adjourned at 4:15 pm EDT.