



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

KHSAA Form T76  
Rev..11/16

School:	Bullitt East High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 7, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality	
<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 most recent Student Interest Survey was conducted during the 2021-2022 school year. Students in grades 8-11 were surveyed with a return rate of 71.6%. Interest in Field Hockey was indicated but it was determined this was not an option at this time. Bullitt East currently offers thirteen (13) varsity sport opportunities for both male and females athletes. Bullitt East is to be commended for its efforts in offering all teams for current sport and sport activity KHSAA sponsored championships. The Athletic Director was reminded of the importance for accurate team rosters to ensure a complete school analysis.

**BENEFITS REVIEW**

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

**BENEFITS REVIEW- EQUIPMENT AND SUPPLIES:** All uniforms viewed were of mid-to-high quality and appeared to be equitable in quantity for both male and female teams. Written uniform review/replacement guidelines indicated a 2-3 year rotation for all sports except girls and boys' golf, girls and boys' tennis, swimming, and fishing which are replaced annually. Coaches interviewed were aware of the set guidelines for purchasing. During the 2022-23 school year Bullitt East will begin transition to Adidas uniforms for all teams. The 2021-22 Title IX report shows spending of \$133 per male athlete and \$139 per female athlete for equipment and supplies. All other equipment viewed appeared to be well-maintained and suitable for their individual sport.

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

**BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES:** There was written evidence viewed of all team schedules in the Title IX file that appeared to show overall equivalence and parity on number of competitive events and playing times. Written evidence also showed equitable scheduling for usage of shared facilities. A complete and comprehensive schedule for all facilities and competitive events is published on the school website and available for athletes or parents to view.

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

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** There was a written guideline that indicated use of school owned vans, the use of school buses, and commercial transport as acceptable modes of transportation to athletic events. When school owned vehicles are unavailable, transportation by parent is utilized. The current guidelines **do not** address parameters for meals and lodging the ensure parity and equity for all athletes. *(see Other KHSAA actions)* A review of spending for this category showed approximately \$50 per female athlete and \$50 per male athlete.

<b>COACHING</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	X	
Accessibility	X	
Competence	X	

**BENEFITS REVIEW- COACHING:** The Bullitt County salary schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. Fifty-five (55%) percent of Head Coaches are employed and on Bullitt East campus. The coaching ratio for females is 13.6 athletes per coach and the ratio for males is 20 athletes per coach giving a slight advantage to the female population. Coaches are evaluated at the end of their season in a face-t-face meeting with the Athletic Director.

<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:** There was written assignment of locker rooms for most teams, however, upon further review some assignments were public restrooms. One of the main points of emphasis in the Title IX program is to provide a safe and secure place to dress and secure belongings. Under Title IX, public restrooms do not qualify as such. There are three exclusive locker rooms for males (football, baseball, basketball) and two exclusive locker rooms for females (volleyball and basketball). The quality and amenities of these locker rooms was comparable. There was a major disparity of amenities and proximity to playing areas between baseball and softball. The softball locker room assignment **did not** provide comparable amenities and **was not** in close proximity to the playing venue. During interviews with the Administration it was emphasized the assignments of locker room for ALL teams and the disparity between and softball need to be addressed immediately. (see *KHSAA Other Actions*).

On campus competitive and practice facilities appear to be well maintained and a source of pride. On campus venues include football, baseball, softball, soccer, archery, wrestling, basketball (large and small gym), and tennis.

Off campus athletic venues include: Golf Tanglewood or Heritage Hills, Swimming University of Louisville pool, Bowling Fern Bowl, Fishing Cumberland or Ky lake, Cross Country Broadrun

Written assignment of storage areas did NOT include ALL teams. Use of a classroom does not meet the recommended requirements for storage. With ample storage space viewed during the visit, it is necessary that all teams be included in storage assignments for equipment and uniforms.

<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:** A well -equipped weight room is located in the Fieldhouse and accessible to all teams. The schedule posted on the athletic calendar and on site appears to provide equivalent usage for all teams. The weight equipment is well maintained and appropriate for female use.

Bullitt East has the services of two athletic trainers from the University of Louisville who attend practices and competitive events daily. There are two training rooms-one in the Fieldhouse and one in the gymnasium. They are easily accessible for all athletes.

<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 Athletic Director monitors scheduling of cheerleaders, band and the dance team to ensure equitable performance for all teams.

There was written evidence of an Awards/recognition policy inclusive of guidelines for banquets, team and individual banners on display, letters/bars awards, Senior awards and Hall of Fame criteria that appears to ensure parity for all teams and individuals.

Bullitt East has a printed Sport program inclusive of all teams competing in the Fall and Spring. A review of spending showed approximately \$13 per male and \$18 for female athletes.

<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 assignment of available office space appears to be equitable and accessible to all coaches. Interviews with the school administration indicated there is one Athletic Booster club with an external account. The Booster club submits to the school administration for approval, a budget of requested expenditures at the start of the school year. This provides for administrative oversight of Booster activities. *It is recommended the administration continue to provide such oversight of Booster spending to maintain equivalency and parity of expenditures.* It appears Bullitt East meets acceptable parameters both on a percentage (60% male and 40% female) and per athlete (\$376 per male and \$379 per female) 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
Some teams were assigned public restrooms as locker rooms.	Review and revise all current locker room assignments and include ALL teams. Designate a specific storage area for ALL teams. Inform coaches of revised locker room and storage assignments.	Submit to the KHSAA by <b>January, 31, 2023</b> locker room assignments with safe and secure locker rooms for all on campus teams or a plan based upon future construction.
There was a major disparity between the baseball and softball locker rooms.	Include in future facility construction a softball locker room with similar amenities to baseball.	Submit to the KHSAA by <b>January, 31, 2023</b> locker room plans for softball based on future construction that are comparable to baseball.

**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

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>Travel and per diem:</b> Expand the current guidelines to include the specific provisions for lodging (overnight stay). This may include but not limited to number of athletes per room, hotel with free breakfast, cost variances, type of hotel, etc.	Upon completion, review with the Title IX committee and place in the Title IX file. Please submit to the KHSAA by January 31, 2023.
<b>Travel and per diem:</b> Expand the current guideline to include the specific provisions for meals. This may include \$ allowance per meal, per day, or per athlete. Amount set by this guideline may also be used to determine value of pre and post -game meals for teams and accurately reported on the KHSAA annual report	Upon completion, review with the Title IX committee and place in the Title IX file. Please submit to the KHSAA by January 31, 2023.

## PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Kassi VanMeter	Girls Soccer Coach Asst Track Coach
Wally Adams	Volleyball Coach
Macie Brown	Athlete Girls Golf
Travis Egan	Athlete Football, Basketball
Nate Fulghum	Principal
Kenny Hughes	Athletic Director
Sheila Newton	Athletic secretary
Jack Matthews	Baseball Coach
Michael Brangers	Boys Soccer Coach
Larry Steinmetz	Asst Athletic Director Girls Golf Coach
Debbie Pitcock	Parent Asst. Athletic Director
Kathy Johnston	KHSAA Auditor
Barbara Kok	KHSAA Auditor <a href="mailto:bkok@khsaa.org">bkok@khsaa.org</a> 859-361-2044

### OTHER GENERAL OBSERVATIONS

The school administration was very welcoming and well prepared for the visit. The Title IX file was well organized and complete. During interviews with administrators, coaches and student athletes, they expressed great pride in Bullitt East facilities and all they offered. The administrators were open to discussions concerning administrative oversight of Boosters and issues pertaining to locker room assignments. They were accepting of the issues expressed concerning the disparity between baseball and softball locker rooms.

Bullitt East is in the planning phase of acquiring an additional building and redesigning their athletic facilities to include an 8 lane track and turf football and soccer field. Serious consideration should be given to include locker rooms and storage in close proximity to competitive venues.

Emergency plans for all athletic venues were comprehensive and in the Title IX file. AEDS were located in three areas of the school and the athletic trainer is in possession of one at all times.

No attended the public forum scheduled for 3:00 p.m.