



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

KHSAA Form T76
Rev..11/16

School:	Burgin
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 17, 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	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTE: The December 13, 2007 Title IX school visit report rated the accommodations of student interest and abilities *Satisfactory* based on data showing the standards established by all three opportunities tests were being met. The October 1, 2013 school visit report also rated this category *Satisfactory*. At that time, it appeared that the standard established by Test 3 was being met. A review of the annual Title IX reports for the past two years gives a strong indication that the standard established by Test 1 is currently being met. The T-1 form in the 2018-19 annual report shows that the percentage of participation for females was 52.7% and the percentage of enrollment for females was 50.4% It was documented on the internal summary for the last two annual reports that the indicated interest in swimming should be pursued for validity in order to meet the standard established by Test 3. Documentation of this process should be listed on the T-3 form in the annual Title IX report. The T-63 form in the 2017-18 annual Title IX report showed that a 96.7% completion rate was received on the most recent student athletic interest survey. During the September 17, 2019 school visit, the Title IX file was examined. It contained the two most recent Title IX annual reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school sponsored teams except boys and girls track (these schedules were provided by the athletic director during the visit), a school-generated athletic handbook for athletes, a usage schedule for the gym showing use by volleyball and middle school basketball only (see *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*), a written regulation regarding the provision of letters and bars (see *Publicity* and *KHSAA Recommended Action*), minutes for one 9/4/19 GERC meeting (see *KHSAA Recommended Action* under *Accommodation of Student Interests and Abilities*), a uniform review, rotation, and/or replacement plan (see *Equipment and Supplies*), some statements addressing student transportation and per diem (see *Travel and Per Diem* and *KHSAA Recommended Action*). School officials and the GERC were strongly encouraged to work toward the development and implementation of guidelines and regulations addressing the equitable provision of 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: Both the 2007 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. All the uniforms inspected during the most recent visit were of high quality and appeared to be provided in equitable quantities. The school's Title IX file contains a uniform review, rotation and/or replacement plan showing that all teams, except bass fishing, were on a four-year cycle of replacement. Interviews with coaches and student athletes indicated the plan was being followed. UPON RECEIPT OF THIS REPORT, THE SPORT OF BASS FISHING IS TO BE ADDED TO THE UNIFORM REPLACEMENT PLAN. This plan should reflect that these uniforms are replaced annually. According to the 2017-18 and 2018-19 annual Title IX reports, the school was spending approximately \$67 per female athlete and \$46.50 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 2007 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the number of competitive events scheduled for "like" sports was comparable except there was a slight disparity between softball and baseball. (See *KHSAA Recommended Action*.) The only shared practice facility which has separate practice times per gender is the gymnasium. At the time of the most recent visit, the athletic director was unable to produce a practice schedule showing use of the gym by both boys and girls basketball. (See *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 make this endeavor a priority.

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 last two previous Title IX school visit reports rated this benefit category *Satisfactory*. At the time of the most recent visit, the school did not make available any updated regulations addressing the equitable provision of the mode of transportation, or the provision of meals and lodging for student athletes. The interviews with coaches and student athletes did not indicate that any consistent guidelines were being followed within this benefit category. The 2017-18 and 2018-19 annual Title IX school visit reports indicate that the school was spending approximately \$33 per female athlete and \$29 per male athlete for travel and per diem. The school is commended for showing equity in regards to spending in this benefit category, but the fact that it appears there are no equitable regulations being followed, this category is deemed to be **deficient**. (See *KHSAA Recommended Action*.)

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

BENEFITS REVIEW- COACHING: The 2007 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. According to the school's athletic director and assistant principal, no one at the school is currently responsible for evaluating coaches of athletic teams. A review of the district's extra service pay schedule indicated parity in the amount of compensation as well as the number of compensated positions for "like" sports. The T-35 form in the 2018-19 annual report shows that the total amounts spent for coaching salaries for teams of "like sports" was comparable. Information gathered during the most recent visit revealed that the coaching ratio for females is 7.2 athletes per coach, and for male participants it is 8.2 athletes per coach. Data provided by the athletic director indicated that 20% (1/5) of the head coaches of girls teams and 25 % (1/4) 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 2007 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report mentioned the need for more athletic equipment storage space especially for the volleyball team. The school has a small but well-appointed and maintained gym that serves as a practice and competition venue for boys and girls basketball and volleyball. The softball and baseball fields are both located on the school campus and appear to offer comparable amenities. The school does not have a track or cross country course suitable for competition. The coaches of these sports have been very creative in using the available practice areas for these sports. All track and cross country matches are away events. The athletic director did not provide a listing of the locker room space and equipment storage space as requested by KHSAA. The tour of facilities revealed that some dressing areas were available for all teams and these areas seemed to have equitable amenities. However, interviews during the visit did not confirm that all student athletes or coaches knew about these dressing areas. (See *KHSAA Recommended Action*.) Athletic equipment storage space appeared to be in short supply at the school. School officials were reminded that available space should be shared by all school sponsored teams. (See *KHSAA Recommended Action*.)

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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2007 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit showed that the school has a large, well-appointed and equipped weight training room on the school campus. This facility has numerous training options that would be suitable for use by female athletes. There was no usage schedule showing equitable access for females in the Title IX file or posted at the facility. Interviews with coaches and a student athlete did not offer evidence that equitable access was provided. (See *KHSAA Recommended Action*.) The services of an athletic trainer are not provided at the school. Student athletes are responsible for getting their own physical examinations.

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: Both the most recent Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that is assigned to cheer at all home and post season games for both the boys' and girls' basketball teams. The band plays at an equal number of home games for boys and girls basketball as monitored by the principal for the provision of parity. During the school visit, the athletic director stated that there was a school board policy prohibiting the posting of banners for athletic recognition. The A.D. also stated no athletic awards were given except for letters and bars for which there is a written regulation. It was also noted that teams had post season banquets, but there were no written regulations for parity in regard to this benefit. Interviews with coaches and a student athlete indicated that awards were provided for several teams, and to their knowledge, no teams were given letters and bars. To further complicate this situation, the school's T-35 form in the 2018-19 annual Title IX report shows no spending for awards and recognition by any school sponsored team. Because of the lack of written regulations for the provision of parity in this benefit category and the possibility of inaccurate reporting of expenditures, this category is designated to be currently **deficient**. (See *KHSAA Recommended Action*.)

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

BENEFITS REVIEW- SUPPORT SERVICES: The 2007 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report documented that total athletic spending slightly favored male athletes. The school currently has two coaching offices. One office is used exclusively by girls' basketball and the other is used exclusively by boys' basketball. According to the school's athletic director and the assistant principal, no booster clubs exist at this time to support any athletic teams. A review of athletic expenditures for the past two years shows the school averaged spending \$250 per male athlete and \$230 per female athlete for total support. This spending appears to be within generally accepted parameters for the provision of parity for a non-football playing school. IT SHOULD AGAIN BE NOTED THAT THIS SPENDING ANALYSIS INCLUDES NO SPENDING FOR AWARDS.

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
<p>(TRAVEL AND PER DIEM) The school did not have evidence of provision of parity in relation to mode of transportation, per diem, or lodging for student athletes.</p>	<p>The school is to submit to KHSAA regulations addressing equitable provision in relation to the <u>mode of transportation, meals, and lodging for student athletes</u>. These regulations are to become part of the school's Title IX file and to be signed by all head coaches of school sponsored teams and all members of the Gender Equity Review Committee.</p>	<p>On or before <u>November 30, 2019</u></p>
<p>(PUBLICITY) The school did not provide written evidence of regulations addressing parity in regards to provision of athletic awards and post season banquets.</p> <p>The school did not report expenditures for awards and recognition on the T-35 form in the 2018-19 annual Title IX report.</p>	<p>The school is to submit to KHSAA written regulations addressing the provision of parity for student athletes in relation to awards and/or gifts and post season ceremonies recognizing athletic participation. These regulations are to be signed by all head coaches of school sponsored teams and all members of the GERC.</p> <p>The T-35 form in the 2019-2020 annual Title IX report is to reflect accurate and actual expenditures for awards and recognition of student athletes.</p>	<p>On or before <u>November 30, 2019</u></p> <p>On or before <u>April 30, 2020</u></p>

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
<p>No deficiencies were designated as a result of the October 1, 2013 Title IX school visit report.</p>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>ACCOMMODATION OF INTEREST AND ABILITIES The school is to submit to KHSAA minutes for at least three Gender Equity Review Committee meetings held during the 2019-10 school year. Copies of these minutes are to become part of the school's permanent Title IX file.</p>	<p>On or before <u>April 24, 2020</u></p>
<p>SCHEDULING OF GAMES AND PRACTICE TIMES The school is to submit to KHSAA a written explanation for the slight disparity in the number of games scheduled for softball (33) and baseball (39).</p> <p>The school is to submit to KHSAA a usage schedule for the gym showing equitable access for the boys and girls basketball teams.</p>	<p>On or before <u>November 30, 2019</u></p> <p>On or before <u>November 30, 2019</u></p>
<p>LOCKER ROOMS, PRACTICE AND COMPETITION FACILITIES The school is to submit to KHSAA a written listing of the locker room space assigned for all school sponsored teams. This listing is to be signed by all members of the GERC and head coaches of all school sponsored teams.</p> <p>The school is to submit to KHSAA a listing of the equipment storage space assigned each school sponsored team. This listing is to be signed by all members of the GERC and head coaches of all school sponsored teams.</p>	<p>On or before <u>November 30, 2019</u></p> <p>On or before <u>November 30, 2019</u></p>
<p>MEDICAL AND TRAINING FACILITIES AND SERVICES The school is to submit to KHSAA a usage schedule for the weight training facility that shows equitable female access to this athletic venue. This document is to be signed by the head coaches of all school sponsored teams.</p> <p>The school is to submit to KHSAA a photograph of the usage schedule for the weight training room that is posted at the facility.</p>	<p>On or before <u>November 30, 2019</u></p> <p>On or before <u>November 30, 2019</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Matt Grimes	Assistant Principal
Matt Vonderbrink	Athletic Director
Mary M. Harlow	Bookkeeper
Julia Arnett	Student Athlete
Kim Hatfield	Cheer/Track/Cross Country
Troy Lee Thomas	Boys Basketball
Taylor Bottoms	Softball/Assistant Girls Basketball
Hunter Martin	Student Athlete

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 Plan (KRS 160.445). At the time of the most recent visit, the available plan was comprehensive and venue-specific as requested by the statute.

As per request, the school was also asked to provide a listing of the locations of its Automated External Defibrillators. According to the athletic director, one AED is available and it is located in the concourse outside of the gym.

School officials were strongly encouraged to allow the Gender Equity Review Committee to function as an integral part of the implementation of Title IX in athletics.

It is also strongly recommended that the person(s) responsible for completing Title IX reports attend a KHSAA sponsored Title IX workshop.

No one from the community attended the Public Comments session. The meeting was adjourned at 3:50 pm EDT.