



KHSAA TITLE IX RE-VISIT  
FIELD VISIT REPORT

KHSAA Form T76  
Rev..11/16

School:	Butler County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 12, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

**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 NOTES:** The January 24, 2017 Title IX school visit report designated the accommodation of student interest and abilities at Butler County High School to be **Satisfactory**. This designation was based on evidence provided by the school showing that it was meeting the standards established by both Tests 1 and 2 for the provision of athletic opportunities.

A review of the annual Title IX reports for the past two years indicates that the school is currently meeting the standard established by Test 1. The T-1 form in the 2023-24 annual Title IX report showed that females were 45.8% of the athletic participants, and they made up 46.7% of the school's enrollment. The school may be meeting the standard of Test 3 if the indicated interest in bowling (16) were pursued for validity. The school currently offers 17 total teams for female competition and 16 total teams for male competition. A 69.7% completion rate was received on the most recent student athletic interest survey.

As a part of the most recent school visit, the Title IX file was reviewed. It contained all the previous Title IX school visit reports, copies of the previous two annual Title IX reports, a board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all varsity teams, facility usage schedules for all venues shared per gender, guidelines regarding awards and recognition of accomplishments, a listing of the designated locker room and athletic equipment storage space assigned each team, and minutes for all GERC meetings held during the past three years. Also in the file was a uniform review/rotation/replacement plan, and regulations relating to the equitable provision of travel and per diem. (See **Travel and Per Diem Allowances** and **KHSAA Recommended Action**.)

The athletic director was commended for the development and implementation 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:** The 2017 Title IX school visit report designated this benefit category **Satisfactory**.

All uniforms viewed during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities. The school has a uniform review/rotation/replacement plan showing all teams are on a four-year cycle of replacement. Interviews with student athletes and coaches confirmed knowledge of and adherence to this comprehensive plan.

The 2022-23 and 2023-24 annual Title IX reports show that school spent \$169 per female athlete and \$191 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 2017 Title IX school visit report designated this benefit category **Satisfactory**. The report stated that an equitable usage schedule was not available for the indoor practice facility (field house).

Information gathered during the most recent school visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The school currently has three venues that are shared per gender for practice—the gym, indoor practice facility, and weight training room. A usage schedule for each of these facilities showing equitable female access was found in the Title IX file. Interviews with coaches and student athletes confirmed that equitable access was being provided.

The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for parity in this endeavor.

	Satisfactory	Deficient
TRAVEL AND PER DIEM	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:** The 2017 Title IX school visit report designated this benefit category *Satisfactory*. The report requested that the equity guidelines for this benefit be expanded to include the *mode of transportation* for student athletes.

Regulations found in the Title IX file during the most recent visit revealed that the school had addressed parity in regard to the mode of transportation and meals and lodging for student athletes. The regulation that the school is currently using for *lodging* needs to be reevaluated and updated by the GERC. This regulation should reflect parameters and criteria that are appropriate for today's student athletes. (See *KHSAA Recommended Action*.)

The 2022-23 and 2023-24 annual Title IX reports showed that the school spent \$89 per female athlete and \$84 per male athlete for travel and per diem.

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

**BENEFITS REVIEW- COACHING:** The 2017 Title IX school visit report designated this benefit category *Satisfactory*.

Information gathered during the most recent visit revealed that the principal and athletic director are responsible for evaluating all head coaches. A written instrument is used for documentation of this process. A review of the district's extra-service pay schedule for coaches showed parity. The T-35 form in the 2023-24 annual Title IX report showed that the total amounts spent for coaching salaries for teams of "like" sports were comparable.

Evidence provided during this visit showed the coaching ratio for female athletes was 7.8 participants per coach and the ratio for male athletes was 8.9 participants per coach. Other data showed that 22% (2/9) of head coaches of girls' teams and 38% (3/8) of head coaches of boys' teams were 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 2017 Title IX school visit report designated this benefit category *Satisfactory*.

Overall, the competitive facilities are excellent. The baseball-softball complex has excellent amenities. The large indoor practice complex (field house) is shared by boys' and girls' soccer, football, baseball, softball, and archery. It seemed that the student athletes and coaches took tremendous pride in this venue. As was true in 2017, it appeared that locker room space was limited, but all available space was assigned equitably. All teams have equipment storage space that appears to be assigned commensurate with the size of teams and proximity to their practice and/or playing facility.

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:** The 2017 Title IX school visit report designated this benefit category *Satisfactory*.

The tour of facilities during the most recent visit revealed that the school has a large and well-equipped weight training room inside the indoor practice facility. This venue has numerous training options that are suitable for female athletes. Interviews with coaches and student athletes confirmed equitable access to this venue. A usage schedule which verified equitable access was in the Title IX file and also posted at the facility. An athletic trainer is available equitably on a daily basis through a contract with Medical Center Health. Free physical examinations are offered on a designated day each summer by the Medical Center Health group.

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 2017 Title IX school visit report deemed this benefit category to be **Satisfactory**. The report documented that spending for this benefit could not be analyzed because the figures submitted on the T-35 form in the 2015-16 annual report for **awards** were in error.

The school currently has one varsity cheerleading squad that is assigned to all home and away football games. They also cheer at all home boys' and girls' basketball games and at away games versus district opponents for both teams. The full band performs at all home football games and the pep band plays at all home boy/girl double header games. The Title IX file contained excellent regulations addressing parity in regard to the posting of banners for athletic recognition and the provision of awards and post-season banquets student athletes.

The 2022-23 and 2023-24 annual Title IX reports showed the school spent \$7.30 per female athlete and \$9.60 per male athlete for awards and recognition.

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 2017 Title IX school visit report designated this benefit category **Satisfactory**. The report emphasized the need for a mechanism for oversight of booster spending be developed and implemented.

The most recent tour of facilities showed that all available office space for coaches is assigned equitably. The school currently has booster clubs supporting all teams except boys and girls golf and swimming. As requested by the 2017 school visit report, the school now has a system in place for oversight of booster spending for the provision of equity. All booster funds are now housed within school accounts, and the purchase order process must be followed for athletic purchases using these funds. The implementation of this system is reflected in the spending analysis for the past two years.

A review of the internal audit summaries for the past two years shows the following:

- ☐ **2022-23** 46.98% of the spending was for females who made up 44.37% of the participants or \$887 per female athlete and \$798 per male athlete was spent for total support.
- ☐ **2023-24** 47.12% of the spending was for females who made up 45.81% of the participants or \$895 per female athlete and \$849 per male athlete for total support.

Over the two-year period of this analysis, total athletic spending appears to be 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 assessed as a result of the November 12, 2024 Title IX 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
No deficiencies were assessed as a result of the January 24, 2017 Title IX school visit.		

### OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<b>(Travel and Per Diem Allowances)</b> The school is to submit to KHSAA written regulations addressing the equitable provision of lodging for student athletes. After submittal and approval, the regulation is to be added to the school's Title IX file.	On or before <u>January 21, 2025</u>

### PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Ty Price	Student Athlete
Tinslea Belcher	Student Athlete
Amy Rogers	Head Coach- Softball
Lexie Belcher	Girls Basketball/Boys and Girls Tennis/ Assistant Athletic Director
Ryan Emmick	District Title IX Coordinator
Stoye Young	Principal
Brandon Embry	Athletic Director/School Title IX
Amber Smith	Booster/Parent
Joy Humphrey	Booster/Parent
Calvin Dockey	Coach
G. G.	Bookkeeper
Josh Belcher	Asst. Superintendent/ DPP

### **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). The plan presented was comprehensive and venue-specific as required by the statute.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that AEDs were in the following locations: (1) in the baseball/softball complex concession stand; (2) at the Butler County Cooperative Extension office (archery); (3) in concession stand at the football field; (4) in hallway outside of the high school auditorium; (5) on the inside wall at the athletic field house; (6) and a portable unit travel with the athletic trainer.

No one from the community attended the Public Comments session which was advertised in the on-line county newspaper. The athletic director was commended for his thorough preparation for this visit. The meeting was adjourned at 3:15 CST.