



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

KHSAA Form T76
Rev..11/16

School:	Campbell County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	February 9, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities NA Covid 19	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 28, 2006 and the October 23, 2014 Title IX school visit reports rated the accommodation of student interest and abilities *SATISFACTORY*. The data submitted in 2006 indicated the standards established by both Tests 1 and 3 for the provision of athletic opportunities were being met. Information on the T-3 form in the 2014 annual Title IX report and the most recent student athletic interest survey gave significant indication that Test 3 was being met. A review of the annual Title IX reports for the past two years shows that the school has not met the standard established by Test 1 or 2 during either of the past two school years. In regard to Test 3, the school received a 79% completion rate on the 2021-22 student athletic interest survey. The T-63 form in the 2021-22 annual report appears to be in error because it shows zero interest for all sports currently offered at the school. The internal audit summaries for the past two years confirmed that Test 3 was not evaluated due to covid 19. Therefore, even though it cannot be verified that the school is meeting the standard established by any of the three opportunities tests, it is not found to be deficient because of covid 19 concerns. (See ***KHSAA Recommended Action.***) During the most recent school visit, the Title IX file was reviewed. It was found to contain a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for all varsity teams, facility usage schedules for all shared athletic venues, and guidelines addressing awards and recognition of athletic accomplishment. (See ***Publicity*** and ***KHSAA Recommended Action.***) Also included in the Title IX file was a listing of the locker room and athletic equipment storage space assigned each team, minutes for one Gender Equity Review Committee meeting held in 2022. (See ***KHSAA Recommended Action.***) There was a uniform review, rotation, and/or replacement plan, and regulations addressing the provision of travel and per diem. (See ***Travel and Per Diem Allowances and KHSAA Recommended Action.***) School officials were encouraged to continue to work toward the development of regulations that enhance the provision of equitable 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 2006 and 2014 Title IX school visit reports rate this benefit category *SATISFACTORY*. All uniforms seen during the most recent visit were of mid-to-high quality, and in total, appeared to be supplied in equitable quantities. A uniform review, rotation, and/or replacement plan made available during the visit seemed to show equitable cycles of replacement for teams of “like” sports. Interviews with coaches and student athletes indicated that this plan was being followed. The 2020-21 and 2021-22 annual Title IX reports show that the school spent \$104 per male athlete and \$70 per female 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: Both the previous Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report stated that an equitable usage schedule was not provided for the outdoor hitting facility located adjacent to the baseball and softball fields. 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 four venues that are shared per gender for practice. They are the two gyms, the soccer practice field, the indoor hitting facility, and the weight training room. A usage schedule for each of these venues showing equitable female access was part of the Title IX file. The scheduling of athletic 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.

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 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report requested that the regulations for this benefit category be expanded to include the use of the school's van/SUV for transporting student athletes. Regulations found in the Title IX file during the most recent visit addressed the equitable provision of meals and a guideline addressing lodging which did not contain specific parameters for the provision of equivalence. There were no regulations in place regarding the mode of transportation of student athletes. (See *KHSAA Recommended Action*.) The 2021-22 and 2021-22 annual Title IX reports show that the school spent \$20 per male athlete and \$30 per female 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 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report noted a significant disparity in regard to accessibility of coaching which favored the male participants. Information gathered during the most recent visit revealed that the athletic director is responsible for evaluating all head coaches. A written instrument is used for documentation of this process. A review of the district's extra service ay schedule showed parity in relation to salary amounts and number of compensated coaches for teams of "like" sports. The T-35 form in the 2021-22 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Evidence collected during the most recent visit indicated that the coaching ratio for female athletes was 8 participants per coach and was 8.7 participants per coach for male athletes. Other data showed that 33% (3/9) of the head coaches of girls teams and 60% (6/10) of the 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 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The venues at Campbell County High School are very well-maintained and appointed. Overall, the locker rooms, practice and competitive facilities are excellent. The competitive venues seen during the most recent visit appeared to have comparable amenities for “like” sports. The school offers several large dressing rooms with many lockers which are safe and secure. Four exclusive dressing rooms are used by girls’ basketball, boys’ basketball, girls track, and boys’ track. All the shared dressing areas seem to be assigned equitably. This school has excellent athletic equipment storage areas that are well-organized and secure. The space assigned appears to be prioritized according to the size of the teams and proximity to practice and competitive 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: The previous two Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report stated that the weight room usage schedule available at the time of the visit was developed according to the requests of the coaches and not based on equitable access to all athletes. The tour of facilities during the most recent visit revealed that the school has a large and well-equipped weight training room located near the main gym. Both sections of the weight room contained training options suitable for female use. Interviews with coaches and student athletes confirmed female use and equitable access to this venue. A usage schedule showing equitable female access was in the Title IX file and posted at the facility. Two full-time and one part-time trainers are available daily on an equitable basis for all student athletes through a contract with Nova Care, Inc. 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 2006 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The school currently has a competitive cheer squad and another cheerleading squad that supports school teams. This squad is assigned to cheer at all home football games and at all home boys and girls basketball games. The band performs at all home football games. The pep band plays at an equal number of boys and girls basketball home games as monitored by the athletic director for the provision of parity. The Title IX file had regulations addressing parity in regard to the posting of banners for athletic recognition and equitable post-season banquets. There were also guidelines regarding athletic awards, but these did not contain any language regarding the provision of parity. (See *KHSAA Recommended Action*.) Criteria for induction into the athletic hall of fame were also found in the file. The 2020-21 and 2021-22 annual Title IX reports show that \$12 per male athlete and \$17 per female athlete was spent for awards and athletic recognition.

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 two previous Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report documented that total athletic spending for school years 2012-13 and 2013-14 indicated parity in the provision of benefits. The school currently has exclusive coaching offices for girls basketball, boys basketball, volleyball, wrestling, and football. There are eight shared coaching offices that seemed to be assigned equitably. According to administrators, the school currently has no athletic booster clubs. Funding for teams is supplemented by charging students a participation fee. This fee is \$65 for the first sport and \$25 for any additional sports. The fees are paid to the coaches who deposit the funds into school accounts. The rate of the participation fees is determined by the board of education. A review of total athletic spending for the past two years shows that in 2020-21, 40% of expenditures were for females who made up 42.5% of the participants or \$445.42 per female athlete. The remainder of total expenditures (59.9%) was for males who comprised 57.5% of participants or \$491.65 per male athlete. Total expenditures in 2021-22 indicated that 39.3% were for females who made up 40.24% of participants or \$430.95 per female athlete. Spending for males who made up 59.76% of participants was \$448 per athlete or 60.7% of the total. Analysis of total athletic expenditures seem to be 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 assessed as a result of the February 9, 2023 Title IX school visit report.		

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 October 23, 2014 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Accommodation of Student Interest and Abilities) The school is to submit to KHSAA minutes for at least <u>three</u> Gender Equity Review Committee meetings held during the 2022-23 school year. The school is to submit to KHSAA a written plan including steps to be taken in order to meet the standard of <u>at least one</u> of the athletic opportunities tests.</p>	<p>On or before <u>May 15, 2023</u></p> <p>On or before <u>May 15, 2023</u></p>
<p>(Travel and Per Diem Allowances) The school is to submit to KHSAA regulations addressing the equitable provision of <i>mode of transportation</i> and <i>lodging</i> for student athletes.</p>	<p>On or before <u>May 15, 2023</u></p>
<p>(Publicity) The school is to submit to KHSAA regulations addressing the provision of parity in regard to <u>athletic awards</u> for recognition of student athletic accomplishments and participation.</p>	<p>On or before <u>May 15, 2023</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Bella Menetrey	Student Athlete
Evan Clark	Student Athlete
Toni McKee	Cross Country/Track Coach
Davey Johnson	Girls Basketball Coach
Holly Phelps	Principal
Mark Keummen	Asst. Superintendent (District Title IX)
Michael Florimonte	Athletic Director
Jillian Florimonte	Student Athlete
Aric Russell	Boys Basketball Coach
Jayden Augsback	Student Athlete
Chrissy Cummins	Treasurer
Paislee McDowell	Parent Representative

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 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 located (1) in the auditorium concession area, (2) outside the main school office, (3) in hallway outside the main gym, (4) in hallway outside auxiliary gym, (5) in hallway outside the freshman academy, (6) in the fieldhouse, (7) in the baseball/softball concession stand, and (8) a mobile AED that is transported by an athletic trainer.

No one from the community attended the Public Comments session that was advertised on the school marquee. The athletic director was commended for the preparation for this visit. The meeting was adjourned at 3:20 EST.