



# KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76  
Rev..11/16

School:	Christian Academy Louisville
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 23, 2025
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
<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 <b>SATISFACTORY</b>	
<b>Analysis Form Review</b>	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The November 18, 2015 Title IX school visit report designated this area **Satisfactory** based on data submitted to KHSAA indicating the standard of Test 3 for the provision of athletic opportunities was being met.

A review of the annual Title IX reports for the past two years gave sufficient indication that the school is still meeting the standard established by Test 3 and is very close to meeting the standard of Test 1. The internal analysis summary for the 2023-24 annual report states that the information on both the T-3 and T-63 forms indicate that student interests are being accommodated. The school currently offers 22 total sports for female participants and 21 total sports for male participants. The most recent T-63 form shows that an 82.4% completion rate was received on the most recent student athletic interest survey.

During this most recent Title IX visit, the school's Title IX file was examined. It contained annual Title IX reports for the past five years, all previous Title IX school visit reports, an extra-service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, and school-generated sports programs for all fall, winter, and spring sports. Also in the file were facility usage schedules for all venues shared per gender, regulations addressing parity in regard to recognition of athletic achievement and participation, a listing of the assignment of locker room and athletic equipment storage space for each team, minutes for all GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing equitable provision of travel and per diem. (See **KHSAA Recommended Action.**)

School officials were commended for the development and maintenance of a comprehensive and well-organized 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 2015 Title IX school visit report designated this benefit category ***Satisfactory***.

All the uniforms reviewed during the most recent visit appeared to be of high quality and supplied in equitable quantities. A uniform review, rotation, and/or replacement plan showed the following: (1) football uniforms are replaced on a five-year cycle; (2) baseball, boys basketball, girls basketball, boys cross country, girls cross country, softball, field hockey, boys lacrosse, girls lacrosse, boys soccer, girls soccer, boys track, girls track, and girls volleyball are replaced on a three-year cycle; (3) archery, bowling, bass fishing, boys golf, girls golf, boys swimming, girls swimming, boys tennis, and girls teams are replaced annually. This plan appears to indicate parity for all "like" teams. Interviews with student athletes and coaches confirmed adherence to this plan.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$21 per female athlete and \$65 per male athlete for equipment and supplies. This spending appears to favor male participants.

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 2015 Title IX school visit report designated this benefit category ***Satisfactory***.

Information gathered during the most recent 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 soccer practice field, two gyms, stadium field, and weight training room. A usage schedule for each of these facilities showing equitable female access was in the Title IX file. (Note: The current girls soccer coach's off-campus job necessitates this team practice during the late time slot each day.) Interviews with coaches and student athletes seemed to confirm adherence to these schedules.

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.

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 2015 Title IX school visit report designated this benefit category Satisfactory. The report recommended that the regulation addressing lodging for student athletes be expanded to include the person/position responsible for reserving equitable lodging.

Regulations in the Title IX file revealed during the most recent visit showed that the Gender Equity Review Committee had successfully addressed parity in regard to mode of transportation and meals for student athletes. The guidelines addressing lodging needs to be reviewed and updated by the GERC. These guidelines should contain parameters and requirements appropriate for current student athletes. (See *KHSAA Recommended Action*.)

The 2022-23 and 2023-24 annual Title IX reports show the school spent \$44 per female athlete and \$51 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 2015 Title IX school visit report designated this benefit category *Satisfactory*. The report noted that the school's extra service pay schedule did not show the number of paid assistant coaches for each sport.

Information gathered during the most recent visit revealed that the athletic director is responsible for evaluating all head coaches. A written instrument is not currently used for documentation of this process. A review of the extra-service pay schedule for coaches showed comparable amounts paid for coaches of "like sports."

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 indicated relative parity.

Evidence collected during this visit established that the coaching ratio is 8.6 participants per coach for female athletes and 7.8 participants per coach for male athletes. Other data showed that 45% (5/11) of the head coaches of girls teams and 42% (5/12) 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 2015 Title IX school visit report designated this benefit category **Satisfactory**. At that time, the boys' dressing area had been renovated while the girls' dressing room was scheduled to have a completed renovation during the 2015-16 school year.

The tour of facilities during the most recent visit showed that all the competitive and practice venues appeared to be of high quality and very well maintained. The amenities at the venues serving teams of "like" sports seemed to be equitable for boys and girls. All the teams are assigned locker room and equipment storage spaces. THERE APPEARS TO BE A SHORTAGE OF AVAILABLE DRESSING ROOM SPACE; however, the available space is currently assigned equitable. A large storage room upstairs in the high school gym offers equipment storage space for all on-campus teams. Almost all teams have additional storage space at or near their competitive venues. Each successive Title IX visit shows progress of the school in the benefits provided in this category.

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 2015 Title IX school visit report designated this category **Satisfactory**.

The tour of facilities during the most recent visit revealed that the school has a large, well-equipped weight training room in the athletic complex. This facility has numerous training options that appear suitable for female athletes. A usage schedule showing equitable female access was in the Title IX file, but NOT POSTED AT THE FACILITY. (See **KHSAA Recommended Action**.)

An athletic trainer is available on an equitable daily basis through a contract with KORT. Physical examinations are the responsibility of the student athletes.

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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report noted that the school lacked regulations addressing the posting of banners recognizing team or individual athletic accomplishments.

The school currently has one varsity cheerleading squad that cheers at all home and away football games. The squad also cheers at all home games for the boys' and girls' basketball games played on Tuesday and Friday nights. Because Tuesday and Friday nights have been the nights that boys usually play, the **GENDER EQUITY REVIEW COMMITTEE IS REQUESTED TO REVIEW THE CURRENT SCHEDULE OF BASKETBALL GAMES PLAYED ON TUESDAY AND FRIDAY NIGHTS TO DETERMINE IF BOYS' BASKETBALL AND GIRLS' BASKETBALL TEAMS HAVE EQUIVALENT SUPPORT BY THE CHEERLEADERS.**

The full band plays at all home football games. The pep band is asked to play at all home boys' basketball and girls basketball games played after January 1 each year.

The Title IX file had excellent regulations addressing parity in regard to the posting of banners for athletic recognition, the provision of championship rings, earning letters and bars, provision of awards and post-season banquets. INTERVIEWS WITH COACHES AND STUDENT ATHLETES DID NOT FULLY CONFIRM THAT THE REGULATIONS WERE BEING FOLLOWED CONCERNING AWARDS AND POST-SEASON. School officials and the GERC should communicate to all coaches the need to implement the existing Title IX regulations.

The 2022-23 and 2034-24 annual Title IX reports show that the school spent \$29 per female athlete and \$18 per male athlete 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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report thoroughly discussed the equitable assessment of athletic fees.

The school currently has one large office at the athletic complex that is available for use by all coaches. At the present time, the school has no booster clubs supporting athletics. An athletic fee is assessed to individual participants of all teams in order to finance athletic programs. Interviews with administrators during this visit did not provide the total amounts of fees charged by each team. (See **KHSAA Recommended Action.**)

The internal analysis forms in the 2022-23 and 2023-24 annual Title IX reports summarizes total athletic spending as follows:

**2022-23** 50.4% of spending was for female athletes who made up 48.47% of participants or approximately \$426 per female athlete while 49.6% of spending was for males who were 51.53% of participants or Approximately \$394 per male athlete.

**2023-24** 42.73% of spending was for females who made up 47.83% of the participants or approximately \$282 per female athlete while 57.27% of the spending was for males who were 52.17% of the participants or approximately \$346 per male athlete.

**Over the two-year period of this analysis,** total athletic spending seems 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 January 23, 2025 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 November 18, 2015 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 <b>regulations addressing the equitable provision of lodging</b> for student athletes. Once approved, these regulations should be placed in the Title IX file.	On or before <b><u>March 18, 2025</u></b>
<b>(Medical and Training Facilities and Services)</b>  The school is to submit to KHSAA a <b>photograph of the equitable usage schedule</b> posted at the weight training room.	On or before <b><u>March 18, 2025</u></b>
<b>(Support Services)</b>  The school is to submit to KHSAA a complete listing of the <b><u>total athletic fees charged the athletes on each school-sponsored team.</u></b>	On or before <b><u>March 18, 2025</u></b>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Gary W. Lawson	KHSAA
Micah Akin	Student Athlete
Zoey Morgan	Student Athlete
John Zutt	Coach—Girls Soccer
Nicholas Turner	Coach—Girls Basketball
Talbott Behnken	Principal
Brad Morgan	Athletic Director
Michael Hatfield	Coach—Track
Blue Gym Cartwell	Coach—Football
Jared McKinney	Assistant Athletic Director
Karie Gibson	Parent
Rebecca Maury	Assistant Athletic Director

**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. AEDs were confirmed to be in the following locations:

(1) second floor of the athletic complex; (2) outside of concession stand at Centurion Field; (3) home dugout at baseball field; (4) inside concession stand that serves both soccer and lacrosse; (5) inside the fence line at the tennis courts; (6) in hallway at nurse's station; (7) in hallway outside high school office; (8) inside Blue Gym at the middle school; (9) in west hall of middle school office.

No one from the community attended the Public Comments session which was advertised through Centurion E-News. The school's athletic directors were commended for their assistance and cooperation. The meeting was adjourned at 3:30 EST.