



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

KHSAA Form T76  
Rev..11/16

School:	Corbin
Prepared By:	Gary W. Lawson
Date of Re-Visit:	December 7, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-24

**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 <b>SATISFACTORY</b>	
<b>Analysis Form Review</b>	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The September 24, 2014 Title IX school visit report designated the accommodation of student interest and abilities *Satisfactory*. This rating was based on information submitted by the school indicating that the standard established by Test 3 for provision of athletic opportunities was being met. At that time the school was offering 19 total teams for female participation and 19 for male participation. A review of the annual Title IX reports for the past two years again gives strong indication that the standard of Test 3 is being met. A review of the most recent student athletic interest survey reveals that all indicated athletic interests are being addressed. The school currently offers 22 total sports for male participation and 19 total sports for females. Since the last school visit, wrestling has been added at the freshman, junior varsity, and varsity levels. The school received a 63.9% completion rate on the most recent student athletic interest survey. During this 2023 visit, the school's Title IX file reviewed and it was found to contain the most recent annual Title IX report and the 2014 school visit report. Also in the file was 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, a school-generated athletic handbook, some written agreements with booster clubs, facility usage schedules for all athletic venues shared per gender, regulations regarding equitable recognition of athletic accomplishments (see **Publicity** and **KHSAA Recommended Action**), written designation of locker room and athletic equipment storage space assigned each team, agendas and minutes for GEREC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and guidelines addressing the equitable provision of travel and per diem. (See **Travel and Per Diem Allowances** and **KHSAA Recommended Action**.) The school's athletic director was 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 2014 Title IX school visit report designated this benefit category *Satisfactory*. At that time, all individual components of this category were satisfactory. All uniforms viewed during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities. The uniform rotation plan showed all teams were on a four-year cycle of replacement except bass fishing, archery, boys and girls swimming, and bowling which are replaced annually. Interviews with student athletes seemed to confirm the implementation of this plan. The 2021-22 and 2022-23 annual Title IX reports show that the school spent \$151 per female athlete and \$239 per male athlete for equipment and supplies. This spending appears to favor the male participants. (See *Support Services* and *KHSAA Recommended Action*.)

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 2014 Title IX school visit report designated this benefit category *Satisfactory*. 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 practices. They are the gym, the indoor hitting facility, the soccer practice field, and the weight training room. A usage schedule for each of these venues showing equitable female access was in the Title IX file. Interviews with coaches and student athletes confirmed that equitable access was being provided. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were encouraged to continue to strive for parity in this endeavor.

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

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** The 2014 Title IX school visit report designated this benefit category *Satisfactory*. The report noted that the regulations in this benefit area did not address the equitable provision of *mode of transportation*. Regulations found in the Title IX file during the most recent visit showed that the GERC had addressed parity in regard to mode of transportation and the provision of meals and lodging for student athletes. The stipulation addressing *mode of transportation* needs to be updated to include the criteria to be met before a team may request a chartered bus. Also, the parameters in place for lodging need to be more specific. (See ***KHSAA Recommended Action.***) The 2021-22 and 2022-23 annual Title IX reports show that \$100 was spent per female athlete and \$80 per male athlete for travel and per diem.

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

**BENEFITS REVIEW- COACHING:** The 2014 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 not currently 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 2022-23 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Data provided during this visit indicated that the ratio for females was 8.1 participants per coach and for males, it was 11.5 participants per coach. Other data showed that 40% (4/10) of the head coaches of girls' teams and 36% (4/11) of the head coaches of boys' teams were on-campus employees.

<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:** The 2014 Title IX school visit report designated this benefit category *Satisfactory*. At the time of that visit, the school did not provide a complete listing of locker room spaces assigned to teams. It was revealed at the time of the most recent visit that the venues for athletics are very well-maintained and appointed. The locker rooms, practice and competitive facilities are generally considered excellent. It should be noted that several construction projects are underway which will improve and expand current amenities. All practice and competitive venues for teams of "like" sports seem to have comparable amenities. There is now a complete listing of locker room space assignment in the Title IX file for all teams. The tour of facilities revealed that all dressing areas for teams of "like" sports have similar amenities. All teams are assigned an equipment storage space that appears to be commensurate with the size of the teams and their proximity to practice and competitive facilities. School officials and the GERC were commended for the master planning and emphasis on state-of-the-art facilities for all student athletes.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<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:** The 2014 Title IX school visit report designated this benefit category *Satisfactory*. The report documented that the usage schedule for the weight training room was not posted at the facility. The tour of facilities during the most recent school visit showed a large and well-equipped weight training room as part of a multi-purpose indoor practice facility in Field House 1. There were numerous training options in this facility that appeared suitable for female athletes. The Title IX file had a usage schedule showing equitable access. A copy of this schedule was posted at the venue. Interviews with student athletes confirmed equitable access to this facility. An athletic trainer is available on an equitable basis daily through a contract with Bluegrass Orthopedics. Obtaining a physical examination is the responsibility of the student 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 2014 Title IX school visit report designated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad which is assigned to cheer at all home games and at away games versus district opponents for the football and boys and girls basketball teams. The band performs at all home football games and the pep band plays at all home boys and girls basketball games. The Title IX file contained excellent regulations addressing equivalence in regard to the posting of banners, post-season banquets, and criteria for induction into the school's Athletic Hall of Fame. Regulations related to the equitable provision of **awards** were not in the file. (See **KHSAA Recommended Action**.) The 2021-22 annual Title IX report shows that the school spent \$27 per female athlete and \$21 per male athlete for awards and recognition.

<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 2014 Title IX school visit report designated this benefit category *Satisfactory*. The two-year period prior to that visit, athletic spending was within generally accepted parameters for the provision of parity for a football-playing school. The tour of facilities during the most recent visit revealed that by the beginning of the spring sports season, all head coaches will have access to office space. The school currently has booster clubs supporting volleyball, bass fishing, football, baseball, and boys' and girls' soccer teams. All these booster clubs house their funds outside of school accounts. There were some booster club agreements found in the Title IX file, but none of them indicated any school administrative oversight and/or approval of booster expenditures. An analysis of total athletic spending on the internal analysis summaries for the past two school years shows the following:

- **2021-22** Expenditures for female athletes was 28.67% of the total while they were 38.25% of the participants. Spending for male athletes was 71.33% of the total while they were 61.75% of the participants or approximately \$555 per female and \$855 per male athlete.
- **2022-23** Expenditures for female athletes was 25.97% of the total while they were 36.12% of the participants. Spending for male athletes was 74.03% of the total while they were 63.88% of the participants or approximately \$1,033 per female athlete and \$1,665 per male athlete.

This spending appears to be outside of generally accepted parameters for the provision of parity for a football-playing school for the two-year period of this analysis. This benefit category is, therefore, designated **deficient**. (See **KHSAA Recommended Action**.)

**CURRENT DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to current deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
<p><b>(Support Services) Total</b> athletic spending data submitted by the school for the past two years significantly favors male athletes on both a percentage and per athlete basis.</p>	<p>The school is to submit to KHSAA the results of a self-study regarding athletic spending by implementing the following steps:</p> <p>Use the T-35 form in the 2022-23 annual Title IX report, identify the benefit area(s) where spending is the most disproportionate.</p> <p>Identify the teams for which spending is most disproportionate.</p> <p>Develop a written plan that addresses the identified areas of disparity and list the steps to be taken to bring spending back into acceptable parameters within one to two years.</p> <p>To be included in this plan is the implementation of a system for school administrative oversight (approval) of booster spending.</p>	<p>On or before <u>March 4, 2024</u></p>

**RECURRING DEFICIENCIES**

<b>Observed Deficiencies in Overall Girls and Boys Athletics Programs</b>	<b>Recommended Actions in relation to recurring deficiencies</b>	<b>Date for Verification of Action to address deficiency</b>
<p>No deficiencies were assessed as a result of the 09/24/14 Title IX school visit report.</p>		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>(Publicity)</b> The school is to submit to KHSSA regulations addressing the equitable provision of awards recognizing athletic participation and achievement. Upon approval, this document should become a part of the Title IX file.	On or before <b><u>March 4, 2024</u></b>
<b>(Travel and Per Diem Allowances)</b> The school is to submit to KHSAA regulations addressing the equitable provision of lodging for student athletes. Upon approval, this document should become a part of the Title IX file.	On or before <b><u>March 4, 2024</u></b>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Max Farmer	Student Athlete
Braylee Evans	Student Athlete
Zander Curry	Student Athlete
Danielle Hardin	Girls Golf Coach
Kim Moore	Swimming—Boys & Girls
Steve Jewell	Principal
Kelly Allen	Teacher
Tackett Wilson	Athletic Director
Missy Farmer	Parent
Cynthia Davis	Deputy Superintendent
Gary W. Lawson	KHSAA

## **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 Facilities 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 AED's were in the following locations: (1) in concession stand at softball field; (2) on wall in gym; (3) between boys and girls dressing rooms at soccer field; (4) home dugout at baseball field; (5) home locker room at football field; (6) football concession stand; (7) wall of weight training room; (8) hallway of entrance to gym; (9) baseball-softball field house between restrooms; (10-12) three portable AED's available for any coach to check out from the athletic director.

No one from the community attended the Public Comments session which was advertised on the school Facebook page and Marquee. The school's athletic director was commended for the thorough preparation for this visit. The meeting was adjourned at 3:20 pm EST.