



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

KHSAA Form T76
Rev..11/16

School:	Dawson Springs
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 13, 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 NOTES: The November 9, 2005 Title IX school visit report rated the accommodation of student interest and abilities *Satisfactory*. This rating was based on data showing the standard established by Test 1 for provision of athletic opportunities was being met. The November 15, 2013 school visit report again rated this area *Satisfactory* based on evidence indicating that the standard of Test 3 was being met. A review of annual reports for the past two years shows that the standard of Test 1 was met during 2017-18 and 2018-19. The T-1 form in the 2018-19 annual report shows that females were 47.1% of the school's athletic participants and 51% of the enrollment. Schools are currently given credit for meeting the standard established by Test 1 if the percentage of participation is within 5% of the percentage of enrollment for the underrepresented gender. In order to meet the standard established by Test 3, documentation on the T-3 form showing that the indicated interest in soccer (25) and swimming (12) are being addressed for validity is required. The T-63 form in the 2017-18 annual Title IX report shows that a 95.2% completion rate was received on the most recent student athletic interest survey. During the November 13, 2019 visit, the school's Title IX file was examined. It contained the 2018-19 annual Title IX report, an extra service pay schedule for coaches, a list of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, a facility usage schedule for the gym, regulations addressing the recognition of athletic participation and accomplishments. (**See *Publicity and KHSAA Recommended Action***), There was a listing of the designated locker room and athletic equipment storage space assigned each team, minutes for GEREC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and some statements about athletic-related student travel. (**See *Travel and Per Diem Allowances and KHSAA Recommended Action***.) School administrators were encouraged to continue to develop guidelines and regulations addressing the 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: The 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report documented that the uniforms supplied for softball were inferior in both quantity and quality when compared to those for baseball. All the uniforms seen during the most recent visit appeared to be of mid-to-high quality and supplied in equitable quantities. The uniform review, rotation, and/or replacement plan seen during this visit showed equitable replacement cycles for all school teams. **SCHOOL OFFICIALS WERE REMINDED OF THE NEED FOR ALL COACHES TO BE KNOWLEDGEABLE OF THE UNIFORM PLAN.** The 2017-18 and 2018-19 annual Title IX reports show that \$71.50 per female athlete and \$46 per male athlete was spent 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of “like” sports showed overall parity. Only one athletic venue—the gym—is shared for practice times per gender. There was an equitable usage schedule for this facility. 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 make this type of scheduling 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. During the most recent visit, the review of the Title IX file showed only some vague guidelines describing athletic travel. It did not seem that any of these guidelines had specific parameters for parity in regard to mode of transportation or the provision of meals and lodging. The 2017-18 and 2018-19 annual Title IX reports show that the school was spending \$26 per female athlete and \$46 per male athlete for travel and per diem. Spending in this benefit category appears to slightly favor male participants. The failure to have regulations for the provision of parity for this benefit and the disparity in spending in this category renders this benefit category **deficient**. (See *KHSAA Recommended Action*.)

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

BENEFITS REVIEW- COACHING: The 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school's principal and athletic director are responsible for evaluating all head coaches. A written instrument is not currently used as part of this process. A review of the district's extra service pay schedule for coaches showed parity in the amounts paid and the number of coaches compensated for "like" sports. The T-35 form in the 2018-19 annual Title IX report shows parity in the total amounts spent for coaching salaries for teams of "like" sports. According to information provided by the athletic director during the most recent visit, the coaching ratio is 13.5 participants per coach for females and 13 participants per coach for males. Additional data indicated that 100% (5/5) head coaches of girls teams and 80% (4/5) 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report documented that only two teams—boys’ and girls’ basketball—had assigned locker room space. The tour of facilities during the most recent visit showed that the baseball and softball fields are at the Dawson Springs City Park about one half mile from the school. These venues appear to provide equivalence in relation to amenities. All the other indoor and outdoor venues had similar amenities. The Title IX file had a listing of the assigned dressing areas for all teams. Three locker rooms in the gym are shared by all teams. Only one team—boys’ basketball—has an exclusive dressing area which is a very small enclosed space in the corner of the gym. There is a similar space in the opposite corner of the gym that was offered to the girls’ basketball team. According to separate interviews with the current girls’ basketball coach and a girls’ basketball player, the team chose not to accept the exclusive dressing area, but requested to return to the larger shared dressing area stating that the exclusive area was simply too small. There is a large athletic storage building behind the gym. All teams have an assigned area in this building. There is a need for more dressing and athletic equipment storage space, but the available space seems to be assigned equitably.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	NA	
Weight room usage schedule	NA	
Appropriate equipment for female use	NA	
Athletic Training services	X	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. As was the situation at the time of the previous visits, the school has no weight training facility. Any student athlete at the school can receive a membership to *Fitness Formula*—a fitness center owned by Baptist Health, Inc. Interviews with student athletes indicated that several participants used the fitness center on an individual basis. An athletic trainer provided by Baptist Health is available at all home events and can be contacted on an as needed basis. Baptist Health offers free physical exams for any student athlete on the second Saturday in May each year.

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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad that is assigned to cheer at all home games and at away games versus district opponents for both the girls and boys basketball teams. The pep band plays at all home boys and girls basketball games scheduled after January 1 each year. The Title IX file had equitable regulations for the provision of letters and bars and the posting of banners for athletic recognition. It is requested that regulations be developed and implemented in regard to equitable provision of awards and post season banquets. (*See KHSAA Recommended Action.*) The 2017-18 and 2018-19 annual Title IX reports show that \$6 per female athlete and \$7 per male athlete was spent for awards and 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school currently has one large athletic office adjacent to the gym that is shared by all coaches. According to school administrators, there are no active booster clubs supporting any school teams. All expenditures for athletic benefits are made from school accounts, and the purchase order process is strictly followed. An analysis of total athletic spending for the past two years shows that the average spending for school years 2017-18 and 2018-19 was approximately \$297 per female athlete and \$276 per male athlete. This spending is well within generally accepted parameters for the provision of parity for a non-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
<p>(TRAVEL AND PER DIEM ALLOWANCES) The school failed to provide evidence of parity in relation to the mode of transportation, meals, or lodging for student athletes.</p>	<p>The school is to submit to KHSAA equitable written regulations addressing equitable provision of <u>mode of transportation, meals, and lodging for student athletes</u>. These regulations are to become part of the school's Title IX file after they are approved. The regulations submitted to KHSAA should be signed by all members of the Gender Equity Review Committee and all head coaches of school teams.</p>	<p>On or before <u>February 15, 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 November 15, 2013 Title IX school visit.</p>		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(PUBLICITY) The school is to submit to KHSAA written regulations addressing the provision of parity for student athletes in regard to <u>awards and/or gifts and post season events</u> recognizing athletic participation and accomplishments. These regulations are to be placed in the <i>Publicity</i> section of the Title IX file.</p>	<p>On or before <u>February 15, 2020</u></p>
<p>(KRS 160.445) The school is to submit to KHSAA a copy of its Athletic Facility Emergency Medical Plan which is <u>venue-specific</u> as requested by the statute.</p>	<p>On or before <u>February 15, 2020</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jalynn A. Hooper	Student Athlete
Logan D. McKnight	Student Athlete
Scott Dillingham	Boys and Girls Golf
Wayne Simpson	Girls Cross Country Coach
Rhonda Simpson	Athletic Director
Todd Marshall	Principal
Lori Wooton	School Counselor
Jennifer Ward	Parent

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). At the time of the most recent visit, the available plan was not venue-specific as requested by the statute. **(See KHSAA Recommended Action.)**

As per request, the school was asked that the locations of its Automated External Defibrillators be identified. It was confirmed that permanent AED's are (1) between the coaches' office and concession stand in the gym and (2) on the wall in the high school office.

No one from the community attended the Public Comments session. The athletic director was commended for the thorough preparation for the school visit. The meeting was adjourned at 4:15 pm EST.

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*ok
 staff
 2/19/20*

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*ok
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 2/19/20*

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Dawson Springs Athletic Department Emergency Plan

Location- Pennyrille Golf Course

Sports- Golf

Trainer: Jason Carl Cell Phone: 270-339-0724

Location of closest land-line telephone Pro Shop

List directions to (applicable sport) location: Hwy 109 S. to Pennyrille entrance , follow the road to the lodge , turn right at the bottom of the hill to go to the golf course

 List the name of the designated person for the following roles:

 Head Coach Has in his/her possession at all times the physicals and emergency forms for every athlete.

 Head Coach Attends the injured athlete(s) and controls immediate area. Do Not Move the injured athlete until medical personnel arrive.

 Head Coach Telephones 911 and keeps procedures/directions to site in his/her possession.

 Head Coach Supervises the team and/or other athletes.

 Pennyrille employee Meets medical personnel and guides them to the injured athlete.

 Head Coach Notifies school administration and maintains crowd control.

 Head Coach Call parents/guardian, if necessary.

 Head Coach Accompanies injured athlete to the hospital and stays with the athlete until parents/guardian arrive.

 Head Coach Fills out injury reports.

 Athletic Director Fills out insurance report.



Dawson Springs Athletic Department Emergency Plan

Location- City Park

Sports- Baseball, Softball, Cross Country

Trainer: Jason Carl Cell Phone: 270-339-0724

Location of closest land-line telephone Minit Mart

List directions to (applicable sport) location: Traveling I-69, take exit 92 for Dawson Springs. Take Highway 109 toward Dawson Springs, take a right turn on Highway 62 by Dairy Queen. Continue straight on Highway 62 until you reach the city park on the right.

List the name of the designated person for the following roles:

 Head Coach Has in his/her possession at all times the physicals and emergency forms for every athlete.

 Head Coach or Trainer Attends the injured athlete(s) and controls immediate area. Do Not Move the injured athlete until medical personnel arrive.

 Assistant Coach Telephones 911 and keeps procedures/directions to site in his/her possession.

 Assistant Coach Supervises the team and/or other athletes.

 Athletic Director/Assistant Coach Meets medical personnel and guides them to the injured athlete.

 Athletic Director/ Head Coach Notifies school administration and maintains crowd control.

 Head Coach Call parents/guardian, if necessary.

 Head Coach Accompanies injured athlete to the hospital and stays with the athlete until parents/guardian arrive.

 Head Coach Fills out injury reports.

 Athletic Director Fills out insurance report.



Dawson Springs Athletic Department Emergency Plan

What Sport

Location- School Parking Lot

TRACK

Trainer: Jason Carl Cell Phone: 270-339-0724

Location of closest land-line telephone Coach's Office

List directions to (applicable sport) location: Traveling I-69, take exit 92 for Dawson Springs. Take Highway 109 toward Dawson Springs, take a right turn on Highway 62 by Dairy Queen. Continue straight on Highway 62 until you reach Eli Street and take a left turn. Continue on Eli Street until you reach the parking lot.

List the name of the designated person for the following roles:

_____ **Head Coach** _____ Has in his/her possession at all times the physicals and emergency forms for every athlete.

_____ **Assistant Coach** _____ Attends the injured athlete(s) and controls immediate area. Do Not Move the injured athlete until medical personnel arrive.

_____ **Head Coach** _____ Telephones 911 and keeps procedures/directions to site in his/her possession.

_____ **Assistant Coach** _____ Supervises the team and/or other athletes.

_____ **Head Coach** _____ Meets medical personnel and guides them to the injured athlete.

_____ **Head Coach** _____ Notifies school administration and maintains crowd control.

_____ **Head Coach** _____ Call parents/guardian, if necessary.

_____ **Head Coach** _____ Accompanies injured athlete to the hospital and stays with the athlete until parents/guardian arrive.

_____ **Head Coach** _____ Fills out injury reports.

_____ **Athletic Director** _____ Fills out insurance report.



Dawson Springs Athletic Department Emergency Plan

Location- Gym
G. BASKETBALL - B. BASKETBALL
Trainer: Jason Carl Cell Phone: 270-339-0724

Location of closest land-line telephone Coach's Office

List directions to (applicable sport) location: Traveling I-69, take exit 92 for Dawson Springs. Take Highway 109 toward Dawson Springs, take a right turn on Highway 62 by Dairy Queen. Continue straight on Highway 62 until you reach Eli Street and take a left turn. Continue on Eli Street until you reach the gym on the left.

List the name of the designated person for the following roles:

 Head Coach Has in his/her possession at all times the physicals and emergency forms for every athlete.

 Head Coach or Trainer Attends the injured athlete(s) and controls immediate area. Do Not Move the injured athlete until medical personnel arrive.

 Assistant Coach Telephones 911 and keeps procedures/directions to site in his/her possession.

 Assistant Coach Supervises the team and/or other athletes.

 Athletic Director Meets medical personnel and guides them to the injured athlete.

 Head Coach Notifies school administration and maintains crowd control.

 Head Coach Call parents/guardian, if necessary.

 Head Coach Accompanies injured athlete to the hospital and stays with the athlete until parents/guardian arrive.

 Head Coach Fills out injury reports.

 Athletic Director Fills out insurance report.



Dawson Springs Athletic Department Emergency Plan

Location- 4-H Camp

Sports- Cross Country

Trainer: Jason Carl Cell Phone: 270-339-0724

Location of closest land-line telephone 4-H Camp Office Building

List directions to (applicable sport) location: Traveling I-69, take exit 92 for Dawson Springs.

Take Highway 109 toward Dawson Springs, take a right turn on Rosedale Lane, then a right onto Oak Heights until you come to 4-H Camp.

List the name of the designated person for the following roles:

 Head Coach Has in his/her possession at all times the physicals and emergency forms for every athlete.

 Head Coach Attends the injured athlete(s) and controls immediate area. Do Not Move the Injured athlete until medical personnel arrive.

 Assistant Coach Telephones 911 and keeps procedures/directions to site in his/her possession.

 Assistant Coach Supervises the team and/or other athletes.

 Assistant Coach Meets medical personnel and guides them to the injured athlete.

 Head Coach Notifies school administration and maintains crowd control.

 Head Coach Call parents/guardian, if necessary.

 Head Coach Accompanies injured athlete to the hospital and stays with the athlete until parents/guardian arrive.

 Head Coach Fills out injury reports.

 Athletic Director Fills out insurance report.

Athletic Trips

The Athletic Director and the Principal must approve all regularly scheduled athletic events and all athletic trips which are part of a tournament or play-off in which the school is a participant.

A member of the faculty or administration staff shall accompany students on all school-sponsored and school-endorsed trips, except that a non-faculty coach or non-faculty assistant may accompany students on athletic trips as provided in statute.

Parents are to be informed of the nature of all trips, the approximate departure and return times, means of transportation, and any other relevant information. Parents must give written approval for students to participate in athletic trips. 09.36

Please refer to KHSAA Bylaw 22.

Transportation

All buses are scheduled by the Transportation Director. The coach should check departure times and confirm buses. The Head Coach will be responsible for ensuring that all players, coaches and other support staff board the bus at departure time, that a roster is given to the bus driver and that proper personnel are on the bus after the contest. Coaches will also turn in rosters to the Athletic Director prior to the first bus trip. The roster will be on file at the board office.

The school van or SUV may be the mode of transportation if a smaller group is traveling. The van may be used for 6 or less student athletes and the SUV for 8 or less student athletes.

Student athletes must travel to athletic contests via transportation provided by the school. Athletes can be signed out after the contest by any of the four individuals designated on the athlete's sign-out form (2 parents/legal guardian and 2 additional persons age 25 or older) prior to the beginning of the season. Only those individuals may sign an athlete out. The form with names listed must be completed prior to the season. In special circumstances, the Principal may approve alternate transportation arrangements.

If a player is NOT signed out properly, they will be required to ride the bus back to the school the remainder of the season. A coach can request that his/her players ride the bus back to the school if notice has been given to the parent/guardian prior to the day of the contest or activity.

OVERNIGHT TRIPS

All overnight trips must have approval from the Principal and Board prior to the trip.

It is the Head Coach's responsibility to notify the student and parents of the following:

- Purpose of the trip
- Date and time of departure
- Date and estimated time of arrival home

- Mode of transportation
- Location of hotel/motel and phone number if case of emergency
- List of any special items students may need to take with them
- List of expenses that students will incur
- Printed copy of itinerary of trip

During the stay the Head Coach will:

- Provide supervision of students at all times
- Make sure all students understand what is expected of them
- Have a coaching staff member in the hotel/motel when students are there at all times
- Check with hotel management if there are any problems with students (to avoid accusations after the fact)
- When checking out, personally check all rooms, settle all bills and make a final check to determine if there have been any problems. If appropriate, express appreciation to hotel/motel management.

All overnight travel and per diem expenses during the regular season or the summer are the responsibility of the team traveling. Any expense incurred as part of a KHSAA sanctioned championship event will be paid from the athletic fund or by the Board of Education. Meal allowance per student athlete will be \$12.00 per day. Hotel accommodations for overnight stays should include 4 student athletes per room. Coaches are told that the hotel rooms may only be accessed from the indoors for the safety of our student athletes and that their hotel should provide a free breakfast.

*ok
Bury*

I have read and agree to the written regulations for the athletic travel and per diem allowances.

1. Rhonda Lissou - AD & Boys XC
2. [Signature] - Principal
3. [Signature] - Boys Basketball
4. Lore J. Weston - Guidance Counselor
5. Galena Hooper - Softball
6. Way J. O. - Track & Girls XC
7. Aminda Scott - Girls Basketball
8. [Signature] - Baseball
9. [Signature] - Golf
10. Jalyn Hooper - Student Athlete
11. Jagan McKnight - Student Athlete
12. Jennifer Ward - Parent
13. Kristin Merrill - Archery Coach
14. Mat Doyle - Bass Fishing Coach

Awards and Recognitions

The Board recognizes that a significant part of interscholastic athletics is the recognition of achievement by student-athletes. All teams shall hold an end-of-season recognition ceremony where student achievement is recognized. ~~Each team will be allotted approximately \$30 for the recognition ceremony and \$3.00 per student athlete for the provision of awards.~~ It is the responsibility of the head coach to plan this end of the season recognition ceremony and it shall take place within three (3) weeks [twenty-one (21) days] of the last game of the season. *af*

The individual sport shall establish the criteria that will be used to determine whether or not an athlete has achieved status as a varsity, junior-varsity, etc., member and whether a varsity letter will be awarded. The criteria shall be clearly defined and communicated to the team members at the beginning of the season and filed with the Athletic Director. The Athletic Director will maintain a list of all lettered athletes at Dawson Springs Jr/Sr High School.

VARSITY LETTERING

The Varsity "D" chenille letter shall be presented to students who satisfy the participation requirements set forth by the coach and approved by AD/Principal, complete all team obligations, and/or receive the recommendation of the Head Coach. It is the responsibility of the Head Coach to inform and ensure that athletes understand the criteria for lettering in a varsity sport before the season begins. Any athlete/manager who leaves the team for any reason other than medical will forfeit their letter for the season. *af*

BANNER POLICY

Dawson Springs High School Athletic Department will purchase banners for athletic teams who win the District Tournament, reach the final game of the Regional Tournament (Regional Runner-up or Regional Championship) and or the Semi-final competition at the State Level (Top 4).

Please refer to KHSAA Bylaw 10