



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

KHSAA Form T76  
Rev..11/16

School:	Fulton City
Prepared By:	Gary W. Lawson
Date of Re-Visit:	September 24, 3019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

**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>Satisfactory</b>
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities	<b>Satisfactory</b>
<b>Analysis Form Review</b>	X

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The October 15, 2005 Title IX school visit report stated that the accommodations of student interest and abilities was *Satisfactory* based on the data submitted by the school showing that the standard established by Test 2 for the provision of athletic opportunities was being met. The addition of a volleyball program at the junior varsity and varsity levels was a major factor allowing the school to meet Test 2. The September 25, 2013 school visit report documented that the standard of Test 3 was being met at that time. It appeared that the indicated athletic interests were being addressed. A review of the annual reports for the past two years indicate that the standard established by both Test 2 and Test 3 are currently being met. The 2018-19 annual Title IX report shows that the addition of a varsity girls track program and a junior varsity girls basketball program has resulted in a 33.8% (Test 2) increase in percentage of participation for females. In regard to Test 3, the information on the T-3 and T-63 forms shows that all the indicated student athletic interests are being addressed at this time. IT SHOULD BE NOTED THAT THE T-63 FORM IN THE 2017-18 ANNUAL REPORT SHOWS THAT A 106.2% COMPLETION RATE WAS RECEIVED ON THE MOST RECENT STUDENT ATHLETIC INTEREST SURVEY. A COMPLETION RATE OF MORE THAN 100% IS NOT POSSIBLE. SCHOOL OFFICIALS ARE CAUTIONED TO MONITOR THE SURVEY RESULTS IN 2019-20. During the September 24, 2019 visit, the school's Title IX file was reviewed. It contained the two most recent annual Title IX reports, copies of the three previous Title IX school visit reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, a facility usage schedule for the gym (see *Medical and Training Facilities* and *Services and KHSAA Recommended Action*), some written guidelines addressing recognition of athletic accomplishments (see *Publicity and KHSAA Recommended Action*), written designation of the locker room and athletic equipment storage space assigned each team, minutes of Gender Equity Review Committee meetings held during the past three years, and a written uniform review, rotation, and/or replacement plan (see *Equipment and Supplies and KHSAA Recommended Action*). School officials were encouraged to work toward the development of comprehensive regulations addressing 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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report noted a significant disparity in regards to the uniforms provided for the baseball and softball teams. All the uniforms and equipment seen during the most recent visit seemed to be of mid-to-high quality and supplied in equitable quantities. The visit also revealed that the school has a written plan for the replacement of uniforms based on a three-year cycle. The plan did not include the teams of wrestling and girls and boys track. (See *KHSAA Recommended Action*.) The 2017-18 annual Title IX reports show the school was spending approximately \$192 per female athlete and \$267 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 2003 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report noted a significant disparity in the number of varsity contests scheduled for softball and baseball. According to December, 2013 updated schedules, this disparity had been addressed. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of “like” sports was comparable. A facility usage schedule showing equitable female access was available for the gym. School officials were strongly encouraged to emphasize equity in regards to scheduling competitive events during optimal playing times.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
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 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that the school regulations related to this benefit category needed to address mode of transportation and the provision of meals and lodging for student athletes. As was the case in 2013, there were no written guidelines available for the provision of any area of this benefit during the most recent school visit. (See *KHSAA Recommended Action*.) The T-35 form in the 2018-19 annual Title IX report shows “0” (zero) spending for school teams in the area of *Travel and Per Diem*. (See *Support Services and KHSAA Recommended Action*.) Because of the failure to provide equitable regulations and expenditures for this important athletic benefit, it is currently deemed **deficient**.

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

**BENEFITS REVIEW- COACHING:** Both the most recent previous Title IX school visits rated this benefit category *Satisfactory*. The school principal is currently responsible for evaluating all head coaches. No written instrument is used as part of this process. A review of the district’s extra service pay schedule for coaches indicated parity. A review of the T-35 form in the 2018-19 annual Title IX report shows that the total amounts spent for coaching salaries for teams of “like” sports was comparable. According to information gathered during the most recent visit, the ratio for male teams was 6 participants per coach and for females it was 9.3 participants per coach. Data supplied by the school principal indicated that 100% of coaches for both male and female teams are 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 2005 Title IX school visit report rated this benefit category *Satisfactory*, but it documented that there were several disparities between the softball field and the baseball facility. The 2013 Title IX visit report rated this benefit category *Deficient*. The school was required to develop an action plan to address this deficiency and complete improvements and add amenities at the softball field in a timely manner. The tour of facilities during the most recent visit revealed that several improvements have been made to the softball field since 2013 including construction of a press box, upgraded concrete block dugouts, new scoreboard and access to an outdoor hitting facility. Although some of the amenities at the baseball field are still superior to those for softball, the listed improvements mean this benefit category is no longer deficient. All the other indoor and outdoor practice and competitive facilities appear to have equivalent amenities. The school has one large dressing area in the gym for all female teams. A similar dressing room in the gym is for all male athletic teams except football which has a small dressing area in the athletic field house. Documentation and the tour of facilities showed that athletic storage space is limited, but all teams are assigned a storage area.

<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	NA	
Physical Exams	X	

**BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES:** The 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. The 2013 report stated that the weight training room offered minimal equipment that was appropriate for use by female athletes. The school currently has two weight training areas. Weight Room #1 is located in the field house adjacent to the football dressing room. This small weight room appears to have very little training equipment that is suitable for use by female athletes. Weight room #2 is located upstairs in the gym. Although this area has a limited amount of training equipment, almost all of it seems suitable for use by females. According to school personnel, Weight Room #2 is used exclusively by female teams. Weight Room #1 is used mostly by male teams, but some female teams share this venue. Although Weight Room #1 is shared, no usage schedule for this facility was found in the Title IX file or posted at the venue. (See *KHSAA Recommended Action*.) The school does not have regular access to an athletic trainer. The Jackson Purchase Medical Center offers free physical examinations to student athletes on several designated days during the year.

<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 2005 and 2013 school visit reports rated this benefit category *Satisfactory*. The school does not currently have a cheerleading squad, but they do have a “pep squad” made up of volunteers. This squad provides support at all home football games and at home boys and girls basketball games. The school has equitable regulations addressing the posting of banners for athletic recognition as well as provision of senior participation plaques. The Title IX file did not contain equitable regulations addressing other awards or post season banquets. Interviews with coaches and student athletes indicated that most school-sponsored teams have post season banquets and give awards for athletic accomplishments and participation. (See *KHSAA Recommended Action*.) Total spending for awards and recognition could not be evaluated because the school failed to report these expenditures on the T-35 form in the 2018-19 annual Title IX report. (See *KHSAA Recommended Action*.)

<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	NA	
Overall spending for athletic support		X

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2005 and 2013 Title IX school visit reports rated this benefit category *Satisfactory*. At the time of those reports, athletic spending seemed to be within generally accepted parameters for the provision of parity. It was suggested that a system be developed for the administrative oversight of booster spending. The school currently has two exclusive offices--one for girls basketball coaches and one for boys basketball coaches. There is a shared office for softball and volleyball. According to the principal, the athletic programs receive no support from boosters. The total athletic spending as submitted on the T-35 form in the 2018-19 annual Title IX report shows no spending for travel and per diem or awards. Although the spending as submitted appears to favor the male athletes, it is likely that if spending for travel and per diem and awards were submitted correctly, the percentage and per athlete expenditures would likely change. This significant omission in this benefit category makes it impossible to evaluate, and, therefore, this category is rendered to be **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>(Travel and Per Diem Allowances)</b> At the time of the Title IX visits in 2013 and 2019, the school failed to provide written regulations addressing equitable provision for this benefit category.</p> <p>The school failed to submit expenditures on the T-35 form in the annual Title IX report for 2018-19 for this benefit category.</p>	<p>The school is to submit to KHSAA equitable written guidelines addressing (1) mode of transportation, (2) meals, and (3) lodging for student athletes.</p>	<p>On or before <u>December 3, 2019</u></p>
	<p>The school is to submit to KHSAA a T-35 form with accurate and complete expenditures for the 2018-19 school year. ( Note: This listing is for 2017-18 expenditures.)</p>	<p>On or before <u>December 3, 2019</u></p>
<p><b>(Support Services)</b> The school failed to submit complete and actual expenditures on the T-35 form in the 2018-19 annual Title IX report rendering it impossible to evaluate this benefit category.</p>	<p>The school is to submit complete and accurate expenditures for all categories on the T-35 form in the 2019-20 annual Title IX report. (See <i>Travel and Per Diem Allowances</i> and <i>Publicity</i> in the <b>Other Actions Necessitated by This Visit</b> section of this report.</p>	<p>On or before <u>April 30, 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
The deficiency designated in the benefits category <i>Locker Rooms, Practice and Competitive Facilities</i> by the September 25, 2013 Title IX school visit report appears to have been addressed by the addition of amenities at the softball facility.		

### OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p><b>(Medical and Training Facilities and Services)</b> The school is to submit to KHSAA a usage schedule for the weight training room located in the athletic field house which shows that equitable female access is provided to this facility.</p> <p>The school is to submit to KHSAA a photograph showing the posting of this usage schedule at weight room #1.</p>	<p>On or before <u>December 3, 2019</u></p> <p>On or before <u>December 3, 2019</u></p>
<p><b>(Publicity)</b> The school is to submit to KHSAA: an expansion of the current regulations for this benefit category addressing the equitable provision of <u>athletic awards and post season banquets</u>.</p> <p>The school is to submit to KHSAA a T-35 form for the 2018-19 school year which contains accurate and complete expenditures in the <b>Awards</b> column. (Note: These expenditures will be for the 2017-18 school year.)</p>	<p>On or before <u>December 3, 2019</u></p> <p>On or before <u>December 3, 2019</u></p>
<p><b>(Equipment and Supplies)</b> The school is to submit to KHSAA a copy of the uniform review, rotation, and/or replacement plan showing a full cycle of replacement for <u>ALL</u> school sponsored teams including girls and boys track and wrestling.</p>	<p>On or before <u>December 3, 2019</u></p>
<p><b>(KRS 160.445)</b> The school is to submit to KHSAA an Athletic Facility Emergency Medical Plan that is venue-specific as required by the statute.</p>	<p>On or before <u>December 3, 2019</u></p>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

<b>Name</b>	<b>Title</b>
Gary W. Lawson	KHSAA
Takyrá Taylor	Student Athlete
Kire Tribble	Student Athlete
Amy Chicoine	Head Volleyball Coach
Harold Hutcherson	Girls and Boys Track Coach
Daniel Farmer	School Title IX Coordinator
Mancell Elam	Principal/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). At the time of this visit, the plan was general in terms and not athletic venue-specific. (See KHSAA Recommended Action.)

School officials were asked to identify the location of all Automated External Defibrillators. According to the principal, the school has one AED on the southwest wall of the gym.

No one from the community attended the Public Comments session. School officials were encouraged to strive for equitable provision of opportunities and benefits for their student athletes. The meeting was adjourned at 4:20 EDT.