



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

KHSAA Form T76
Rev. 11/16

School:	Henderson County High School
Prepared By:	Gary W. Lawson
Date of Re-Visit:	December 10, 2024
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
Test One – Substantial Proportionality	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities SATISFACTORY	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The December 12, 2016 Title IX school visit report designated the accommodation of interests and abilities **Satisfactory**. The rating was based on information submitted by the school indicating that the standard established by Test 3 for the provision of athletic opportunities was being met.

A review of the annual Title IX reports and the internal analysis summaries for the past two years (2022-23 and 2023-24) give evidence that the standard established by Test 3 continues to be met. The T-3 and T-63 forms in both annual reports indicated that student athletic interest are being fully accommodated. The school currently offers 22 total teams for female participation and 21 teams for male participants. The T-63 form in the 2023-24 annual reports show that a 62.2% completion rate was received on the most recent student athletic interest survey.

During the most recent Title IX school visit, the Title IX file was reviewed and contained 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, and facility usage schedules for all shared athletic venues. Also in the Title IX file were regulations addressing awards and recognition of athletic accomplishments, a listing of the locker room and athletic equipment storage space assigned each team, minutes for all GERC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing athletic travel and per diem. (See **Travel and Per Diem Allowances** and **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 2016 Title IX school visit report designated this benefit category *Satisfactory*.

All the uniforms reviewed during this visit were of excellent quality and appeared to be supplied in equitable quantities with two exceptions. (1) Boys' basketball seemed to have a slight advantage compared to girls' basketball since the males had three full game uniforms and females had two full uniforms. (2) Baseball seemed to have a slight advantage over softball in quantity supplied with baseball having three full game uniforms and softball having two game uniforms. it was requested that the **GERC REVIEW THIS SITUATION AND MAKE RECOMMENDATIONS TO BRING ABOUT EQUIVALENCE** for all "like" sports.

The school had a uniform review, rotation, and/or replacement plan that showed equitable replacement cycles for all "like" teams. Interviews with student athletes and coaches indicate a thorough knowledge and implementation of this comprehensive plan.

The 2022-23 and 2023-24 annual Title IX reports show the school spent \$124 per female athlete and \$250 per male athlete for equipment and supplies. This spending significantly favors the male participants. It is recommended that the GERC investigate this situation and develop a plan to address it.

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 2016 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 three venues that are shared per gender for practice—the main gym, auxiliary gym, and 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 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 2016 Title IX school visit report designated this benefit category *Satisfactory*. The report stated that the Title IX regulations did not address the equitable provision of *mode of transportation* for student athletes.

The review of the Title IX file during the most recent school visit revealed there are now regulations that address parity in the *mode of transportation and meals and lodging*. However, these regulations should be updated by the GERC to include parameters and criteria that are more appropriate for current student athletes. (See **KHSAA Recommended Action**.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$219 per female athlete and \$329 per male athlete for travel and per diem. This spending appears to significantly favor male participants. The **GERC should review and evaluate this disparity**.

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

BENEFITS REVIEW- COACHING: The 2016 Title IX school visit report designated this benefit category *Satisfactory*.

Information provided by school administrators during the most recent visit revealed that the principal and athletic director are responsible for evaluating all head coaches. A written instrument is used for documentation of this process. A review of the district's extra-service pay schedule for coaches showed equivalence in regard to the amounts compensated for "like" positions and the total number of positions compensated for "like" teams. The T-35 form in the 2023-24 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports showed parity. The data gathered during this visit indicated that the coaching ratio was 7.7 participants per coach for female athletes and 9.6 participants per coach for male athletes. Calculations of additional data revealed that 72% (8/11) of the head coaches of girls' teams and 72% (8/11) of the head coaches of boys teams are 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 2016 Title IX school visit report designated this benefit category *Satisfactory*. The report emphasized that the light poles at the softball field were inferior to those at the baseball field.

The tour of facilities during the most recent visit showed that all practice and competitive venues at the school are of high quality. All of the indoor and outdoor venues appear to have been constructed with equitable amenities being a high priority. It should be stated that the light poles at the softball field have been replaced to address the issue noted in the 2016 report. All teams seem to have excellent locker room space. The shared dressing rooms and athletic equipment storage spaces appear to be assigned equitably according to the size of the teams and the location of their practice and competitive venues. Administrators were commended for the development and maintenance of excellent competitive venues that offer parity for both genders.

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 2016 Title IX school visit report designated this benefit category *Satisfactory*. The report noted there were no usage schedules for the weight training room in the Title IX file, and the schedules posted at the facilities were not specific in regard to the times the venue was accessible to specific teams.

The tour of facilities during the most recent visit revealed that the school has one large weight training room located in the field house. A usage schedule showing equitable female access was posted at the facility. The venue offered several training options that seemed suitable for females. Interviews with student athletes and coaches indicated that the training options met their needs. IT WAS SUGGESTED THAT THE GERC EVALUATE THE EQUIPMENT AVAILABLE IN THIS FACILITY TO ENSURE THAT TRAINING OPTIONS PROVIDE EQUIVALENCE. An athletic trainer is available on an equitable daily basis through a contract with Owensboro Health, Inc. On a designated day before each sport season (fall, winter spring) free athletic physical examinations are offered by Owensboro Health, Inc.

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 2016 Title IX school visit report designated this benefit category *Satisfactory* while stating that administrators were not sure how cheerleaders were assigned to support teams other than football. Also, the Title IX file contained no regulations for the provision of parity in regard to athletic awards or post-season banquets.

The school currently has one varsity cheerleading squad that is assigned to cheer at all home and away football games. They also cheer at all home boys' basketball and girls' basketball games and at away games versus district opponents for both teams. The full band performs at all home football games. The pep band plays at an equal number of boys' basketball and girls' basketball games as monitored by the athletic director for the provision of parity. The Title IX file had excellent regulations addressing parity in regard to the posting of banners for athletic recognition, awards and post-season banquets, awarding letters and bars, and the criteria for induction into the athletic hall of fame.

The 2022-23 and 2023-24 annual Title IX reports show the school spent \$19 per female athletes and \$22 per male athlete for awards and recognition.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The 2016 Title IX school visit report designated this benefit category *Satisfactory*. The report stated that total athletic expenditures for school years 2014-15 and 2015-16 appeared to favor female participants.

During the most recent visit, it was learned that there are exclusive coaching offices for girls' basketball, boys' basketball, softball, baseball, girls' soccer, boys' soccer, girls track, boys track, volleyball, football, and archery. A shared office is provided for boys and girls wrestling. All these offices have similar amenities. According to school administrators, there are no booster clubs supporting teams at the school.

Interviews during this visit indicated that some teams charge *student fees* for participation. It was difficult to confirm which teams charged fees and if the fees were equitable for "like" teams. (See *KHSAA Recommended Action*.) It is emphasized that the GERC needs to examine the schedule of student athletic fees in regard to equity for "like" sports.

A review of the internal audit summaries for the past two years showed that 44.76% of expenditures were for females who were 40.24% of the participants or \$1,191 per female athlete. 55.24% of expenditures were for males who were 59.76% of the participants or \$997 per male athlete. The summary for 2023-24 revealed that 45.36% of the expenditures were for females who were 41.39% of the participants or \$3,159 per female athlete. 54.64% of the expenditures were for males who were 58.61% of the participants or \$2,687 per male athlete.

It appears that the large facility expenditure for the girls' softball field offsets the disparity in equipment and supplies and travel and per diem allowances. It is recommended that the GERC closely monitor expenditures in all benefit categories.

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 designated as a result of the 12/10/24 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 designated as a result of the 12/12/16 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Travel and Per Diem Allowances) The school is to submit to KHSAA written regulations addressing the equitable provision of the <i>mode of transportation</i> and <i>meals</i> for student athletes. Once submitted and approved, these regulations are to become a part of the Title IX file.	On or before <u>February 28, 2025</u>
(Support Services) The school is to submit to KHSAA a listing of the athletic fees assessed for all teams. This listing should include the current amounts of all fees charged per team. <u>It should also designate to whom the fees are paid.</u>	On or before <u>February 28, 2025</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Addelyn Gish	Student Athlete
Jacob Nunn	Student Athlete
Stephen Haile	Girls Basketball Coach
Jessica Grace	Girls and Boys Golf Coach
Jinger Carter	Title IX District Coordinator
Amber Thomas	Principal
Nathan Grace	Athletic Director
Adrienne Cruse	Associate Athletic Director
Danny Perkins	Assistant Athletic Director
Ryan Reusch	Assistant Superintendent
Kelly Nash	Account Clerk

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 both comprehensive and venue-specific as required by the statute. According to the Athletic Director, practice drills implementing the Emergency Plan are conducted at all athletic venues.

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 located (1) in the Blue unit lobby closest to Zion Road; (2) outside the training room between the main and auxiliary gyms; (3) in the Red unit lobby near rear of building and CTE unit; (4) in training room at the center of the football stadium; (5) in the concession stand serving baseball and soccer; (6) inside of Building #1 of the Archery Center; (7) in the concession stand serving the softball field; (8) a mobile unit travels with the athletic trainer; (9-11) three mobile units are available for traveling teams that can be checked out from the athletic director's office.

No one from the community attended the Public Comments session that was advertised through the district web site and a district press release. The athletic directors and administrators were highly commended for their preparation for this school visit. The meeting was adjourned at 3:20 pm CST.