



KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Jackson City
Prepared By:	Gary W. Lawson
Date of Re-Visit:	February 6, 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
Test One – Substantial Proportionality SATISFACTORY	
Test Two – History 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 November 17, 2016 Title IX school visit report designated this area **Satisfactory** based on data indicating that the standards established by all three of the athletic opportunities' tests were being met at that time.

A review of annual reports for the past two years show it is likely that the standards of both Tests 1 and 3 are currently being met. The T-1 form in the 2023-24 annual report showed that females were 53.3% of the school's athletic participants, and they were 55.6% of the enrollment. (Test 1) The information on both the T-3 and T-63 forms regarding Test 3 indicate that the proper steps are being taken to accommodate student athletic interests. The school currently offers six total teams for female participation and eight total teams for male participation. The T-63 form in the 2023-24 annual Title IX report showed that an 84% completion rate was received on the most recent student athletic interest survey.

During the February 6, 2025 visit, the Title IX file was reviewed and contained copies of the most recent annual Title IX report and the most recent Title IX school visit report, 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, a facility usage schedule for the gym, and some guidelines addressing the recognition of student athletic participation and achievement. (See **Publicity** and **KHSAA Recommended Action**.) Also in the file was the designated locker room and equipment storage space assigned each team, minutes for GERC meetings held during 2023-24 and up until current time of this school year, a uniform review, rotation, and/or replacement plan (see **Equipment and Supplies** and **KHSAA Recommended Action**), and some guidelines addressing equitable travel and per diem. (See **Travel and Per Diem Allowances** and **KHSAA Recommended Action**.)

The athletic director was commended for the maintenance of the current Title IX file and encouraged to develop and implement regulations that bring about equivalence in opportunities and benefits for all 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 2016 Title IX school visit report designated this benefit category *Satisfactory*. The report emphasized that the uniform review/replacement plan should include all school teams.

All uniforms seen during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities. A uniform rotation/replacement plan in the Title IX file showed are teams are on a four-year replacement cycle. INTERVIEWS WITH STUDENT ATHLETES AND COACHES DID NOT CONFIRM KNOWLEDGE OF OR IMPLEMENTATION OF THIS PLAN. (See **KHSAA Recommended Action**.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$373 per female athlete and \$179 per male athlete for equipment and supplies. This spending seems to significantly favor female participants. In 2022-23, all softball equipment was destroyed by flooding which resulted in an \$11,000 expenditure in this benefit category which explains this disparity.

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 revealed that the number of competitive events scheduled for teams of "like" sports was comparable.

The school has only one venue that is currently shared per gender for practice—the gym. An equitable usage schedule for this facility was in the file. Interviews with coaches and student athletes confirmed equitable access.

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 noted that the regulations for this benefit did not address the equitable provision of *mode of transportation or lodging* for student athletes.

The review of the Title IX file during the most recent visit showed the school had developed the needed regulations for the provision of parity in regard to per diem (meals and lodging), but not in regard to the *mode of transportation*. (See *KHSAA Recommended Action*.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$19.50 per female athlete and \$10 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 2016 Title IX school visit report designated this benefit category *Satisfactory*. The report stated that the ratio of athletes per coach significantly favored male participants. The GERC was asked to investigate this situation especially as it related to volleyball.

Information available during the most recent visit revealed that the principal and athletic director are responsible for evaluating all head coaches. A written instrument is not used for documentation of this process.

A review of the district's extra service pay schedule showed parity related to the amounts paid for "like" positions and for the number of coaches compensated for "like" teams. 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 was comparable.

Evidence available during this visit showed that the coaching ratio for female athletes was nine participants per coach, and the ratio for male athletes was eight participants per coach. Other information indicated that none of the four head coaches of girls' teams and only one of the five 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 2016 Title IX school visit report designated this benefit category *Satisfactory*.

The tour of facilities during the most recent visit revealed that the softball facility is located at Kiwanis Park about two miles from the school. The baseball field is located at Douthitt Park about two and a half miles from the school. At the time of the 2016 visit, these venues offered comparable amenities. One change which has taken place since that time is the addition of a well-appointed press box with concession stand that has been constructed at the baseball field. This improvement creates an advantage in amenities for the baseball team. IT WAS REQUESTED THAT SCHOOL ADMINISTRATORS AND THE GERC ADDRESS THIS DISPARITY IN THE SCHOOL IMPROVEMENT PLAN (T-60 form) IN FUTURE ANNUAL TITLE IX REPORTS UNTIL THIS SITUATION HAS BEEN RESOLVED.

All other indoor and outdoor practice and competitive venues appeared to offer equivalent amenities. There are two small, but well-appointed dressing rooms in the school building near the gym. One dressing room is assigned for all male teams and the other for all female teams.

The school has two small athletic equipment storage rooms. One is located adjacent to the boys' dressing area and is used by male teams, and the other is adjacent to the girls dressing area and is used for storage by female teams. There is a significant need for more dressing rooms and athletic equipment storage space. However, the available space appears 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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2016 Title IX school visit report designated this benefit category *Satisfactory*.

There is no weight training facility or athletic trainer for student athletes at the school at this time.

Free physical examinations are offered on a designated day each fall and spring by Juniper 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*. It was noted that no regulations were found addressing the equitable provision of post-season banquets and that spending within this category significantly favored female participants.

The school currently has one cheerleading squad that is assigned to cheer at all home games for boys and for all home girls basketball games. The school does not have a band. The Title IX file had excellent regulations addressing parity in the posting of banners for athletic recognition. Guidelines regarding awards and post-season banquets were available, but did not specifically address equivalence for either benefit. (See *KHSAA Recommended Action*.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$13 per female athlete and \$5 per male athlete for awards and recognition.

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

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

The school does not have coaching offices for any athletic teams.

According to school administrators, there are no booster clubs supporting athletic teams. All athletic spending comes from school accounts and require the purchase order process.

Based on a review of the internal analysis summaries in the annual Title IX reports for the past two years, total athletic spending seems to favor female participants (the underrepresented gender) on both a percentage and per athlete basis 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
No deficiencies are designated by the 02/06/25 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 by the 11/17/16 Title IX school visit report.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(EQUIPMENT AND SUPPLIES) The school is to submit to KHSAA a copy of its current uniform review/rotation/ replacement plan that is signed by all head coaches, all members of the Gender Equity Review Committee, and the athletic director. These signatures <u>affirm knowledge of and adherence to</u> the school plan.	On or before <u>May 14, 2025</u>
(TRAVEL AND PER DIEM ALLOWANCES) The school is to submit to KHSAA written regulations addressing the provision of parity in the <u>mode of transportation</u> for student athletes. Upon approval, this documentation should become a part of the Title IX file.	On or before <u>May 14, 2025</u>
(PUBLICITY) The school is to submit to KHSAA written regulations addressing parity in the provision of <u>awards</u> and <u>post-season banquets</u> . Upon approval these regulations should become a part of the Title IX file.	On or before <u>May 14, 2025</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jacob B. Morgan	Student Athlete
Shyann Little	Student Athlete
Gary Brian Curtis	Girls Basketball Coach
Rickey E. Barnett	Girls Volleyball Coach
Wayne Sizemore	Superintendent
Gentry Hayes	Athletic Director
Kim Howard	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). The plan presented was comprehensive and venue-specific as required by statute.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that there were AEDs in the following places: (1) the main school office; (2) the main office at Douthitt Park; (3) main office at Kiwanis Park; (4-5) two portable AEDs are shared by baseball, golf, soccer, and softball.

One person from the community attended the Public Comments session. The attendee was interested in "what is evaluated during a Title IX visit?" This question was addressed in detail.

The athletic director was commended for his preparation for and cooperation during the Title IX visit. The meeting was adjourned at 3:25 ET.