



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

KHSAA Form T76
Rev..11/16

School:	Larue County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 19, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

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	N/A covid 19
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The September 27, 2007 Title IX school visit report rated the accommodation of student interest and abilities **SATISFACTORY** based on information showing that the standard established by Test 3 was being met. The September 18, 2013 report rated this category **DEFICIENT** based on data showing that none of the standards established by any of the three opportunities tests were being met. The school provided no evidence that the indicated interest in bowling had been pursued for validity. A review of the annual Title IX reports for the past two years show that the standards established by Tests 1 and 2 are not currently being met. An evaluation of Test 3 has not been made for the past two years due to covid concerns. (See *Internal Audit Summary for 2020-21 and 2021-22.*) The school received an 87.5% completion rate on the 2020-21 student athletic interest survey and a 74.2% completion rate in 2021-22.. There is indicated interest in a few sports shown on the school's T-63 form. There is no evidence on the T-3 or T-60 forms that these interests have been pursued for validity. While it cannot be confirmed that the school is meeting the standard of any of the three opportunities tests at this time, the area is not considered deficient at this time due to covid concerns. (See **KHSAA Recommended Action.**) The school's Title IX file was reviewed during the most recent visit. It contained a school-board approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, recent game schedules for varsity teams, a school-generated athletic handbook, booster club by-laws, facility usage schedules for all shared practice venues except the soccer practice field (see **Scheduling of Games and Practice Times** and **KHSAA Recommended Action**), guidelines addressing parity in regard to awards and athletic recognition, designation of part of the locker room space assigned each team (see **Locker Rooms, Practice and Competitive Facilities** and **KHSAA Recommended Action**), a listing of each team's assignment of athletic equipment storage space, minutes for Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and guidelines addressing travel and per diem. School officials were encouraged to continue to develop and implement equitable regulations addressing the provision of athletic opportunities and benefits.

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 2007 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. All the uniforms viewed during the recent visit were of excellent quality and appeared to be supplied in equitable quantities. A uniform review, rotation, and/or replacement plan showed all teams were on a two-year cycle of replacement. Interviews with coaches indicated their belief that uniforms could be replaced anytime if paid for by boosters. IT WAS EMPHASIZED DURING THE ADMINISTRATIVE INTERVIEWS THAT FOR PARITY, THE ROTATION PLAN SHOULD BE FOLLOWED NO MATTER WHO PURCHASES THE UNIFORMS. The 2020-21 and 2021-22 annual Title IX reports showed the school was spending \$158 per male athlete and \$126 per female 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 2007 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. The school has four venues that are shared per gender for practice—the soccer field, indoor hitting facility, weight training room, and the gym. Equitable usage schedules were available for all these facilities except the soccer field. (See *KHSAA Recommended Action.*) School officials were encouraged to continue to emphasize equity in regard to scheduling of competitive events during the most opportune playing times.

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 two previous Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report requested that the regulations in this area be expanded in regard to the mode of transportation and provision of lodging for student athletes. During the most recent school visit, the Title IX file was found to contain some guidelines addressing equitable provision of travel and per diem. **IT WAS RECOMMENDED TO SCHOOL ADMINISTRATORS THAT THE GERC NEEDED TO REVIEW AND UPDATE THESE REGULATIONS MAKING THEM MORE SPECIFIC.** The expenditures submitted on the T-35 form in the 2021-22 annual Title IX report appear to be budgeted amounts rather than actual expenditures. That means that per participant expenditures could not be calculated for this benefit. (See ***KHSAA RECOMMENDED ACTION.***)

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

BENEFITS REVIEW- COACHING: The 2007 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report noted that the school district had not approved a salary for the newly employed freshman volleyball coach. Information gathered during the most recent visit revealed that the athletic director is 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 (which included volleyball) showed parity. The T-35 form in the 2021-22 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Evidence provided during this visit was used to determine that the coaching ratio was 11 participants per coach for female athletes and 14 participants per coach for male athletes. Other data indicated that 62.5% (5/8) of the head coaches of girls' teams and 55.5% (5/9) 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 2007 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report documented the progress made by the school in providing equitable benefits at the softball facility. The most recent visit showed that all athletic venues at the school are well-maintained and appointed. The practice and competitive facilities serving teams of “like” sports appeared to offer comparable amenities. The Title IX file had a listing of equipment storage areas for all teams. The available storage space seemed to be assigned appropriately with the size of the team and proximity to its practice and competitive facility. The tour of facilities during the most recent visit revealed there was a dressing room for each team, but the listing in the Title IX file did not document all dressing areas. (See *KHSAA Recommended Action*.) Since 2007, the school has made steady progress in relation to the provision of this important benefit.

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 2007 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report stated that it appeared there was very limited use of the weight training room by female participants. The tour during the most recent visit showed that the school has a large, well-equipped weight training room in the outdoor athletic fieldhouse. School officials were highly commended for addressing recommendations in the 2013 report by adding numerous training options suitable for females. Interviews with student athletes confirmed frequent use and equitable access to the weight room. An equitable usage schedule was in the Title IX file and posted at the facility. An athletic trainer is available daily on an equitable basis through a contract with Baptist Health Hardin County which also provides physical exams for athletes for \$10. The Healthier Kids Clinic in Larue County offers free physical exams.

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 2007 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report noted that the regulations addressing this benefit needed to be expanded to include the equitable posting of banners for athletic recognition in the gym. 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 with district opponents for both teams. The full band performs at all home football games. The pep band plays at all home boy-girl double header games and at all Friday night home games for both teams. The Title IX file contained regulations addressing parity in regard to the posting of banners for athletic recognition and the provision of awards and post-season banquets. They also have specified criteria for induction into the school's athletic hall of fame. According to the 2020-21 and 2021-22 annual Title IX reports, \$17 per male athlete and \$18 per female athlete was spent 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 2007 and 2013 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2013 report noted that total athletic expenditures in 2011-12 were within generally accepted parameters for the provision of parity. In 2012-13, expenditures favored male participants. The school currently has exclusive coaching offices for girls basketball, boys basketball, wrestling, and football. THE NEXT OFFICE THAT BECOMES AVAILABLE SHOULD BE ASSIGNED TO THE COACH OF A FEMALE TEAM. There is currently one booster club supporting all school teams. The booster club houses its funds outside of school accounts. According to school administrators, the booster club must submit a "funds request" for approval by the athletic director prior to purchases. An analysis of total athletic spending for the past two years shows that the school was spending approximately \$906 per female athlete and \$874 per male athlete for total support. During the two-year period analyzed, spending appeared to slightly favor female athletes.

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 assessed as a result of the January 19, 2023 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
It cannot be determined if the deficiency assessed in the area of Accommodation of Student Interest and Abilities by the 9/18/13 Title IX school visit has been addressed. <u>Test 3 for opportunities has not been evaluated for the past two years due to covid concerns.</u> (See KHSAA Recommended Action.)		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Accommodation of Interests and Abilities) The school is to submit to KHSAA a written plan showing the steps to be taken in order to meet the standard established by at least one of the three opportunities tests.	On or before <u>April 15, 2023</u>
(Scheduling of Games and Practice Times) The school is to submit to KHSAA an equitable facility usage schedule for the soccer field which is a shared for practice.	On or before <u>April 15, 2023</u>
(Locker Rooms, Practice, and Competitive Facilities) The school is to submit to KHSAA a written listing showing an assigned dressing room for all teams that is signed by all head coaches at the school.	On or before <u>April 15, 2023</u>
(Travel and Per Diem Allowances) The school is to submit to KHSAA a copy of a T-35 with correct expenditures for travel and per diem for the 2021-22 school year. (These expenditures will be for 2020-21 and should be shown in the Travel and Per Diem column.)	On or before <u>April 15, 2023</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Laura Bauer	Boys/Girls Tennis and B/G Soccer
Danielle Brown	Girls Basketball
Luke Trumbo	Student Athlete
Kayla Maupin	Student Athlete
Chris Price	Principal
Eric Allen	Director of Student Services
Tamra Trumbo	Parent
David Dawson	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) 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) wall of gym, (2) football fieldhouse, (3) baseball press box, (4) softball press box, (5) high school office, and (6) baseball/football/wrestling complex.

No one from the community attended the Public Comments session which was advertised in the local newspaper and posted on the entry doors of the school. The athletic director was commended for the thorough preparation made for the school visit. The meeting was adjourned at 3:20 EST.