



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Lewis County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	December 17, 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 SATISFACTORY	
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 **November 4, 2015** Title IX school visit report designated the accommodation of interest and abilities **Satisfactory** based on information submitted by the school indicating that the standard for Test 3 for the provision of athletic opportunities was being met.

A review of the annual Title IX reports for the past two years revealed that the school is currently meeting the standard established by both Tests 1 and 3. The T-1 form in the 2023-24 annual report shows that females (the underrepresented gender in athletics at this school) were 43.3% of the athletic participants, and they made up 48% of the enrollment (Test 1). The internal analysis summary for the 2023-24 annual report states that information submitted on both the T-3 and T-63 forms indicate that student athletic interests are being accommodated (Test 3). The school currently offers ten total sports for female participation and 11 total sports for male participants. The most recent T-63 form documents that a 92.9% completion rate was received on the most recent student athletic interest survey.

During the most recent school visit, the Title IX file was inspected and contained the most recent Title IX school visit report, annual Title IX reports for the past two years, 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, facility usage schedules for all venues shared per gender, and some guidelines addressing awards and recognition. (See **Publicity** and **KHSAA Recommended Action**.) Also in the file were a listing of the designated locker room and athletic equipment storage space assigned each team, minutes for all GERC meetings held during the past three years, and guidelines addressing parity in regard to travel and per diem. (See **Travel and Per Diem Allowances** and **KHSAA Recommended Action**.) The athletic director was encouraged to continue to work toward the development of a Title IX file which contains regulations that call for parity in the opportunities and benefits provided 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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report requested that the uniform review/rotation/replacement plan be expanded to include all school teams.

During the most recent visit, the uniforms displayed were of excellent quality and seemed to be supplied in equitable quantities except in the case of boys' basketball and girls' basketball. The girls had the advantage in quantity supplied. The same occurred with boys' golf and girls golf where, again, it appeared the females had a slight advantage in quantity supplied. It was recommended that the GERC review this situation and develop a plan for parity moving forward. The school **did not make available a written plan for review/ rotation/replacement of uniforms**. Interviews with administrators, coaches, and student athletes confirmed that no plan was being implemented. (See **KHSAA Recommended Action**.)

The 2022-23 and 2023-24 annual Title IX reports showed the school spent \$159 per female athlete and \$375 per male athlete for equipment and supplies. **THIS SPENDING APPEARS TO SIGNIFICANTLY FAVOR MALE PARTICIPANTS**. The lack of a uniform review/rotation/replacement plan and the discrepancy in per athlete spending renders this category **DEFICIENT**. (See **KHSAA Recommended Action**.)

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 2015 Title IX school visit report designated this benefit category **Satisfactory**.

Information gathered during the most recent visit indicated that the number of competitive events scheduled for "like" teams was comparable. The school currently has two venues that are shared per gender for practices—the indoor hitting facility (shared by baseball and softball) and the weight training room. Usage schedules for both these venues showing equitable female access were in the Title IX file. Interviews with coaches and student athletes confirmed that equitable access was 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 2015 Title IX school visit report designated this benefit category *Satisfactory*. Th report noted that regulations in this area did not address the provision of equity in regard to the *mode of transportation* for student athletes.

During the most recent visit, there were regulations in the Title IX file that adequately addressed parity in regard to mode of transportation and meals. The guidelines related to lodging for student athletes do not show equitable parameters for this benefit. (See *KHSAA Recommended Action*.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$121 per female athlete and \$61 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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

During the most recent visit, information gathered revealed that the principal is responsible for evaluation of all head coaches. A written instrument for documentation of this process is not currently being used.

A review of the district's extra-service pay schedule showed parity in the amounts compensated for "like" positions and the number of positions compensated for "like" teams. Data on 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 were comparable.

Evidence offered during this visit indicated that the coaching ratio is 9.5 participants per coach for females and 10.2 participants per coach for males. Other data showed that 57% (4/7) of the head coaches of girls' teams and 57% (4/7) of the 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 2015 Title IX school visit report designated this benefit category *Deficient*. The major factor contributing to this assessment was the differences in the amenities at the softball field and the baseball field.

The tour of facilities during the most recent visit revealed continued improvement in the competitive and practice venues available for student athletes. It should be noted that boys' basketball and volleyball use the middle school gym and the girls' basketball team uses the high school gym for practices and games. The middle school gym is newer and has a larger seating capacity than the high school gym. The locker rooms and equipment storage areas for girls' basketball and boys' basketball are comparable. Interviews with a female and male basketball player and the head girls' basketball coach indicated that this arrangement was satisfactory to both parties. The most significant progress since the 2015 visit has been the construction of an on-campus, state-of-the-art softball field. The 2015 report documented that the baseball field had distinct advantages in regard to assignment of available office space, press box, scoreboard, and provision of covered chain-back seating. The current softball field now meets or exceeds the baseball field in relation to all these amenities. All locker room space seems to be assigned equitably. The assigned equipment storage space appears to be commensurate with the size of the team and the proximity to the team's practice and competitive facility.

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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

The tour of facilities during the most recent visit revealed that the school has a large, well-equipped weight training room near the high school gym. This venue has numerous training options that are suitable for use by female athletes. A usage schedule showing equitable access was in the Title IX file and posted at the facility. Interviews with student athletes seemed to confirm equitable access to this venue. An athletic trainer is provided on an equitable daily basis through a contract with Southern Ohio Medical Center. Free athletic physical exams are offered by Southern Ohio Medical Center.

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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

Currently, the school has one varsity cheerleading squad that is assigned to cheer at all home football games. They also cheer at an equal number of home boys' basketball and girls' basketball games as monitored by the principal for the provision of parity. 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 principal for parity. The Title IX file had excellent regulations addressing parity in regard to the posting of banners for athletic recognition and also the criteria for induction into the athletic hall of fame. There were no regulations addressing equitable provision of athletic awards or post-season banquets. Interviews with coaches and student athletes indicated there was little oversight for parity related to awards and banquets. (See ***KHSAA Recommended Action***.)

The 2022-23 and 2023-24 annual Title IX reports showed that the school spent \$100 per female athlete and \$41 per male athlete for awards and athletic 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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

The most recent visit revealed that all available office space appeared to be assigned equitably. According to administrators, there are no current booster clubs supporting the school's athletic teams.

An analysis of the school's total athletic spending for the past two years shows the following:

(2022-23) 48.94% of spending was for females who made up 46.07% of the participants or \$2097 per female athlete. 51.06% of spending was for males who made up 53.93% of the participants or \$1,869 per male athlete.

(2023-24) 39.65% of spending was for females who made up 43.32% of the participants or \$643 per female athlete. 60.35% of spending was for males who made up 56.68% of the participants or \$748 per male athlete.

Over the two-year period of this analysis, total athletic spending appears to be within generally accepted parameters for the provision of parity on both a percentage and per athlete basis for a 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
(EQUIPMENT AND SUPPLIES) The school failed to provide evidence of a written uniform review/rotation/replacement plan being implemented. This issue was reflected by inequitable spending within this benefit category.	The school is to submit to KHSAA a plan for the review/rotation/replacement of uniforms. This plan should include all school teams and show equitable cycles of replacement for all "like" sports. This document should be signed by all head coaches, all members of GERC, principal, and athletic director. Once approved, this plan is to become a part of the Title IX file.	On or before <u>February 28, 2025</u>

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 by the 11/04/2015 Title IX school visit report in the benefit area of Locker Rooms, Practice and Competitive Facilities has been addressed by the construction of a new softball facility which has amenities that are equal or superior to those at the baseball field.		

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 lodging for student athletes. Once approved, these regulations are to become a part of the Title IX file.	On or before <u>February 28, 2025</u>
(Publicity) (1) The school is to submit to KHSAA regulations addressing parity in regard to the provision of awards to student athletes. (2) The school is to submit to KHSAA regulations addressing parity in regard to the provision of post-season banquets for student athletes. Once approved, these regulations are to become a part of the Title IX file.	On or before <u>February 28, 2025</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Hunter C. Bivens	Student Athlete
Carriann Highfield	Student Athlete
Ryan Bentley	Girls Volleyball Head Coach
Bret Wampler	Girls Basketball Coach
Josh Hughes	Athletic Director
Jack Lykins	Principal
Brayden Derik	Student Athlete
Katlyn Gilbert	Student Athlete
Kaitlynn Arnold	Student Athlete

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 covered 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 are (1) on front of the stands on the home side of the football field; (2) inside the baseball concession stand; (3) in the softball concession stand; (4) on lobby wall of middle school gym; (5) on wall of high school gym; (6) outside the weight training room; (7) in the football coaches' office; (8) in the front office of the high school; (9) in the high school band room; (10) a portable unit travels with the golf teams; (11) a portable unit travels with the tennis teams.

No one from the community attended the Public Comments session which was advertised in the local newspaper and on the school web site. The athletic director was commended for his preparation for the school visit. The meeting adjourned at 3:20 EST.