



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

KHSAA Form T76
Rev..11/16

School:	Lexington Catholic High School
Prepared By:	Barbara Kok
Date of Re-Visit:	December 6, 2022
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-2023

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: According to information and data submitted, Lexington Catholic has met the standards for Test I and Test 3 for the provision of athletic opportunities the school years 2020-21 and 2021-22. The most recent Student Interest Survey was administered April 29, 2022 with a return rate of 68%. Lexington Catholic currently offers twelve (12) varsity sports for males and thirteen (13) varsity sports for females. The school administration was reminded the importance of accurate team and rosters submitted so that data results will provide a complete school analysis of opportunities.

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: A written uniform replacement/review policy indicated a four to five year rotation for all sports. The Athletic Director and coaches evaluate uniforms on annual basis for condition. The uniforms viewed were of high quality and comparable in quantity for “like” sports. The Athletic Director indicated several teams were up for uniform replacement next year including football and girls and boys basketball. All other equipment viewed appeared to be well-maintained and suitable for their individual sport. Lexington Catholic spent approximately \$154 per male athlete and \$130 per female athlete during the 2020-21 school year.

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: Game schedules viewed appear to equitable in number of competitive events for “like” sports. Included in the Title IX file was a comprehensive schedule for shared facilities (Bueter gym, Alumni gym, turf field, hitting facility, weight rooms) indicating priority for usage is given to the team that is in season. Lexington Catholic athletic department and coaches are to be commended for their cooperation in sharing the turf field and providing equivalent use for all athletes. The schedule for all facilities is posted using Event Link and available for athletes and parents to view.

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: Travel guidelines viewed provided limited information on mode of transportation and per diem ensuring equity and parity for all athletes and teams. (**See Other Actions**) Interviews with athletes indicated travel was by school owned bus, commercial airplane, or participants’ parents. The current guidelines *do not* address the provision of parity in regard to lodging or meals on overnight trips. (**See Other Actions**). The information provided showed the school spending approximately \$40 per male athlete and \$32 per female athlete. Data on the recent T-35 form submitted had zeros listed in some columns for travel making an accurate analysis difficult. It is recommended the administration continue to monitor spending in this category to ensure parity.

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

BENEFITS REVIEW- COACHING: There was written evidence of a Board approved salary schedule which showed overall equivalence in stipend amounts and parity in the number of coaching positions. Administration was reminded middle school coaching salaries were not to be included on the Annual Report form T-35. With regard to accessibility, data indicates there is a ratio of 12:1 athlete to coach for males and 10:1 athlete to coach for females giving a slight advantage to males. Approximately 40% of head coaches are on campus for both male and female athletes.

Using a written instrument, the Athletic Director evaluates all head coaches. Assistant coaches are evaluated by the head coach. Students are surveyed at the end of the season providing input regarding their experiences in the athletic program.

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: Lexington Catholic's location presents a unique use of available field space. There is a large turf field that is used by football, girls/boys' soccer, baseball, softball, and girls/boys' lacrosse teams. Scheduling for usage appears to be equitable and cooperation with all coaches is excellent. Amenities viewed were well-maintained except the amenities for softball could not be fully inspected. The lack of permanent dugouts, back stop netting, outfield fencing and press box could lead to this being a disparity as compared to quality of amenities provided for baseball. *It is recommended the administration and GERC review the facility and determine if there is an alternative that would benefit softball.*

The off-campus competitive venues include Collins Lanes for bowling, Transylvania pool for swimming, Connamera and Thoroughbred course for golf, Top Seed and Tates Creek high school for tennis, Veterans Park for cross country, and Bryan Station high school for track. Written assignment for locker rooms was viewed and appeared to be equitable with similar amenities. All teams had storage assigned and in close proximity to their venue.

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: There are two weight room facilities located on Lexington Catholic campus. The one located in the field house appears to be male dominated but is available for all to use. The weight room in the main building is located off the gym and is available for all to use. Both weight rooms were spacious, well-maintained and provided equipment appropriate for female use. A schedule for usage was posted at each site.

Lexington Catholic has the services of two athletic trainers provided by Lexington Clinic and are available on campus daily. Contact information including hours of availability were posted on site. The two training rooms (one in the fieldhouse and one by the gym) were organized and easily accessible by all. Physical exams are made available once during the summer for all students at a nominal cost.

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: Scheduling of support groups (cheerleaders, dance team, band, pep band) appears to be coordinated and monitored by the Athletic Director providing for equitable performance at football and girls/boys' basketball games. There was written evidence of awards and recognition that provided equivalency in display of banners, jerseys, All-State honors, letter/bars, Senior night, and provision of parity in regard to banquets and post season recognition. Fall and Spring media guides viewed were excellent and inclusive of all sports and teams. Spending in this category showed approximately \$24 per male athlete and \$21 per female athlete.

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 assignment of available office space appears to be equitable and accessible to all coaches. The athletic conference room is also available for all off campus coaching staff. There are no booster clubs specific to athletic teams. The Head Coach of each sport submits a proposed budget to the Athletic Director and Financial Office. Each athlete is assessed a “players’ fee” for each sport in which they participate. Players’ fee is calculated as follows: projected program revenue MINUS required expenses DIVIDED by projected number of players. Fundraising goals are set for the team to cover all expenses not considered “requirements” to have the program in place. Fundraising opportunities must be approved by the Athletic Director. The administration was questioned on whether such financial requirements would limit participation for some students. Provisions such as a payment plan were indicated to assist any student interested in participating in athletics. It is recommended the Athletic Director and administration continue to monitor and determine any limitations for interested students.

Over-all spending for a two-year period falls within acceptable parameters on both a percentage and per athlete basis. Approximately \$518 (61%) per male athlete and \$415 (39%) per female athlete was spent.

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

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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel and per diem: Expand the current guideline for Mode of transportation to include specific provisions for use of the school owned bus and commercial transport (air planes, charter bus). This may include but not limited to, distance to be traveled, number of students to be transported, etc.	Please submit to the KHSAA on or before April 1, 2023 . Upon completion place in the Title IX file.
Travel and per diem: To ensure parity, establish written parameters specific to the provision of meals. (per athlete \$, per day, etc.)	Please submit to the KHSAA on or before April 1, 2023 . Upon completion place in the Title IX file.
Travel and per diem: To ensure parity, establish written parameters specific to housing (overnight stay). This may include, but not limited to, number of athletes per room, hotel with free breakfast, cost variance, type of hotel, etc.	Please submit to the KHSAA on or before April 1, 2023 . Upon completion place in the Title IX file.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
John Reinhart	Student athlete
Katherine Truitt	Student athlete
Dave Nurnberg	Athletic Director
Matthew George	Principal
Lee Tegt	Asst. A.D
Alex English	Coach Dance Team
Stephen Dorsett	School Counselor
Bernadette Dugan	Coach-Track, Cross Country
Ryenne Pults	Teacher, Director of Spiritual Life
Daniel Dunn	Coach- Boys Lacrosse
Kathy Johnston	KHSAA
Barbara Kok	KHSAA Bkok@KHSAA.org 859-361-2044

OTHER GENERAL OBSERVATIONS

Lexington Catholic administration and Athletic Director are to be commended for their commitment to providing equitable programs and facilities for all athletes. They continue to add sport levels and programs to meet their students' interest. All who were interviewed and in attendance to the GERC meeting were knowledgeable and concerned with providing equivalence to Lexington Catholic athletes. Emergency plans viewed were excellent and venue specific. There are six AEDs located on campus and various athletic venues and readily available.

No one attended the public forum. The audit team left the school 3:15.