



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

KHSAA Form T76
Rev..11/16

School:	Livingston Central
Prepared By:	Gary W. Lawson
Date of Re-Visit:	December 17, 2019
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2019-2020

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 21, 2005 Title IX school visit report designated the accommodation of student interest and abilities *Satisfactory*. This rating was based on data indicating that the school was meeting the standard established by Test 3 for provision of athletic opportunities. The October 24, 2013 report also designated this area *Satisfactory* based on evidence that the standard of Test 1 was being met. The annual report summaries for the past two years document it is likely that the school is currently meeting the standards established by both Tests 1 and 3. The T-1 form in the 2019 annual report shows that the percentage of participation is within five percent of the percentage of enrollment for both boys and girls. The T-3 form in the 2019 annual report gives strong evidence that the indicated interest in bowling and swimming is being addressed. Therefore, Test 3 is likely being met. The T-63 form in the 2017-18 annual Title IX report shows that a 90.9% completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school's Title IX file was thoroughly examined. It contained a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, guidelines regarding the posting of athletic banners and other forms of athletic recognition (**see *Publicity and KHSAA Recommended Action***), a listing of the locker room and athletic equipment storage space assigned each team, minutes for GERC meetings held during the past two years, a uniform review, rotation, and/or replacement plan (**see *Equipment and Supplies and KHSAA Recommended Action***), and regulations addressing the equitable provision of meals and lodging for student athletes (**see *Travel and Per Diem Allowances and KHSAA Recommended Action***). The need to work toward the development of a comprehensive Title IX file was emphasized to school officials.

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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. In 2013, the school had a five-year cycle of uniform replacement for all school-sponsored teams. All the uniforms seen during the most recent visit appeared to be of mid-to-high quality and supplied in equitable quantities. The Title IX file had a uniform review, rotation, and/or replacement plan based on a four-year cycle of replacement for all varsity teams except boys and girls golf which are replaced annually. UPON RECEIPT OF THIS REPORT, THE UNIFORM REPLACEMENT PLAN IS TO BE EXPANDED TO INCLUDE BOYS AND GIRLS GOLF. Interviews during the visit with student athletes and coaches did not confirm adherence to the uniform replacement plan. **(See KHSAA Recommended Action.)** The 2017-18 and 2018-19 annual Title IX reports show that \$81 per female and \$175 per male athlete was spent for equipment and supplies. THIS SPENDING SIGNIFICANTLY FAVORS MALE PARTICIPANTS AND APPEARS TO BE OUTSIDE OF GENERALLY ACCEPTABLE PARAMETERS FOR THE PROVISION OF PARITY FOR A NON-FOOTBALL PLAYING SCHOOL.

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 2005 and 2013 Title IX school visit reports designated 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 except for a slight disparity noted in the number of girls' basketball games compared to boys' basketball. The school venues that are shared for practice times per gender are the gym and weight training room. NO USAGE SCHEDULES SHOWING EQUITABLE FEMALE ACCESS TO THESE VENUES WERE AVAILABLE DURING THE MOST RECENT VISIT. Equitable access to these facilities could not be confirmed by interviews. The failure to provide written evidence of equitable access to shared venues renders this benefit category **deficient**. **(See KHSAA Recommended Action.)** The scheduling of all competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to make this endeavor a priority.

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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. During the most recent visit, the Title IX file contained guidelines addressing the provision of meals and lodging for student athletes. It was suggested that the GERC review and update the lodging regulation. There were no guidelines for the equitable provision of *mode of travel* for student athletes. (See **KHSAA Recommended Action**.) The 2017-18 and 2018-19 annual Title IX reports show that \$113 per female athlete and \$88 per male athlete was spent 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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The principal and athletic director are responsible for the evaluation of all head coaches and no written instrument is currently used as part of this endeavor. A review of the district's extra service pay schedule for coaches indicated parity in coaches' salaries and in the number of coaches compensated for "like" teams. The T-35 form in the 2018-19 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. Information gathered during the most recent visit revealed that there were nine female participants per coach and 13 male participants per coach. This ratio appears to favor female participants. Data provided by the athletic director showed that only one head coach (volleyball) was an on-campus employee. All the other head coaches of male and female teams are employed off the school campus.

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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The tour of facilities during the most recent visit showed that competitive venues have equivalent amenities per gender. The current baseball and softball fields are located off the school campus at the Ringstaff Park—a county owned facility about one and a half miles from the school. These venues are very similar. There does seem to be a slight advantage to baseball in regard to the quality of the dugouts. This park also has a large indoor hitting facility that is used by both baseball and softball. This facility is not required to have a usage schedule because the size and structure of this venue allows the boys and girls to practice at the same time. The school has four locker rooms in the gym that are shared by all teams except boys and girls golf which has dressing areas at the Drake Creek Country Club. The school dressing areas seem to be assigned equitably. All teams have designated equipment storage spaces which appear to be assigned equitably in regard to the size of the team and proximity to the teams' 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	NA	
Physical Exams	X	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report stated there was a need for additional weight training equipment that was suitable for use by female athletes. The tour of facilities during the most recent visit showed that the school has a small weight training room adjacent to the gym. This facility appears to have some training options that are suitable for females. The athletic director did not have knowledge of any additions of equipment that were made as a response to the requests of the 2013 school visit report. There was no usage schedule for this facility showing equitable female access as requested. Interviews with student athletes and coaches did not furnish evidence that equitable access is provided. (**See *Scheduling of Games and Practice Times and KHSAA Recommended Action.***) No athletic training services are available to students at this time. Free physical examinations for student athletes are provided at the high school or middle school on a designated day in May by local physicians.

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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The school currently has one varsity cheerleading squad which is assigned to cheer at all home and away boys and girls' basketball games. The pep band plays at all home boys and girls basketball games. The school had an excellent set of regulations addressing parity in regard to the posting of banners recognizing individual and team athletic accomplishments. There were some guidelines addressing athletic awards, but these need to be more specific in relation to the *per athlete* allotment. (**See KHSAA Recommended Action.**) There were no regulations in the Title IX file addressing the equitable provision of post season banquets. (**See KHSAA Recommended Action.**) The 2017-18 and 2018-19 annual Title IX reports show that \$19 per female athlete and \$8 per male athlete was spent for awards and recognition. This spending favors female participants.

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 2005 and 2013 Title IX school visit reports designated this benefit category *Satisfactory*. The 2013 report suggested that a procedure be put in place for the approval / monitoring of athletic booster spending for the provision of equitable benefits. The school currently has two coaching offices. One office is assigned exclusively to Girls Basketball, and the other is assigned to Boys Basketball. The school has athletic booster clubs supporting the following teams—boys and girls golf, boys and girls' basketball, baseball and softball. The boys and girls' basketball boosters house their funds within school accounts. All other booster clubs have external accounts. According to information from school administrators, it was learned during the most recent visit that the purchase order process is strictly adhered to for all *internal* school accounts. In regard to *external* accounts, school administrators stated, "The principal is required to approve all expenditures from external accounts that are used for student athletic benefits." An analysis of spending for the past two years shows that in 2017-18, the per participant expenditure for females was approximately \$388, and for males, it was approximately \$448. In 2018-19, the per participant expenditure for females was approximately \$387 and for males, it was approximately \$376. Averaged over this two-year period, athletic spending indicates a very slight advantage to male participants. This spending appears to be within generally accepted parameters 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
(PUBLICITY) The school failed to show evidence of equitable assignment of athletic practice facilities that are shared per gender.	The school is to submit to KHSAA written facility usage schedules showing equitable access for the gym and weight training room . Both these usage schedules should be signed by all head coaches, principal, and athletic director. Once approved, these schedules should be placed in the Title IX file and kept updated. The weight room schedule should be posted at the facility.	On or before <u>April 30, 2020</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
No deficiencies were designated as a result of the October 24, 2013 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Equipment and Supplies) The school is to submit to KHSAA a copy of its complete uniform review, rotation, and replacement plan that is signed by all head coaches . These signatures confirm knowledge of and adherence to this plan.	On or before <u>April 28, 2020</u>
(Travel and Per Diem Allowances) The school is to submit to KHSAA an expansion of the regulations for this benefit category addressing the provision of mode of transportation for student athletes. Once approved, this expansion is to be placed in the school's Title IX file.	On or before <u>April 28, 2020</u>
(Publicity) The school is to submit to KHSAA written regulations addressing the provision of parity for student athletes in regard to awards and/or gifts and post season ceremonies recognizing athletic participation and accomplishments. These regulations are to be signed by all members of the Gender Equity Review Committee. Once approved, these regulations should be placed in the <i>Publicity</i> section of the Title IX file.	On or before <u>April 28, 2020</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Tate Quertermous	Student Athlete
Gracie Downey	Student Athlete
Jamie Whorton	Head Boys/Girls Golf Coach
Rebecca O'Neal	Head Boys/Girls Cross Country/Track
Stephanie Wood	Principal
Daniel Murphy	Athletic Director

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked for a copy of its Athletic Facility Emergency Plan (KRS. 160.445). At the time of the most recent visit, the available plan was comprehensive and venue-specific as requested by the statute.

As per request, the school was asked for a listing of the locations of any Automated External Defibrillators. It was confirmed that (1) the nurses station at the high school had a permanent AED, (2) the commons area adjacent to the gym had a permanent AED, (3) the main concession stand at the baseball-softball complex had a portable AED.

No one from the community attended the Public Comments session. School officials were encouraged to work with the GERC to develop a Title IX program that benefits all student athletes. The meeting was adjourned at 4:20 EST.