



**KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT**

(For schools re-visited during the 2013-2014 school year)

School: Livingston Central
Prepared By: Gary W. Lawson
Date of Re-Visit: October 24, 2013
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-19) Yes No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes No

Benefits Summary Charts (Forms T-35 & T-36) Yes No

Checklist Overall Athletics Program (Form T-41) Yes No

Title IX Improvement Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: According to the rosters and information submitted to KHSAA in the annual Title IX reports, the school has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years. The number of female participants significantly exceeds the number of male participants each year.

- B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: The information submitted to KHSAA on the T-2 forms show that the standard established in Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The school currently offers a total of 10 teams for female participation compared to seven teams for male participation. One team (track) has been added for both male and female participation during the past five years.

- C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: The responses and data submitted to KHSAA in the annual Title IX reports indicate that the standard established in Test 3 for provision of athletic opportunities has been met during only one of the past three school years (2010-11). Recent reports show indicated interests in girls soccer (29), bowling (21), girls tennis (35), archery (28 girls).

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: According to documentation on the T-63 form in the 2011-12 annual Title IX report, an 80% completion rate was received on the most recent student athletic interest survey. School officials were reminded that 80% is the minimum acceptable completion rate for this survey.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The November 20, 2003 Title IX school visit report rated this area <i>Deficient</i> stating that the school was not meeting the standard established in any of the three tests for provision of athletic opportunities. The November 21, 2005 report rated this area <i>Satisfactory</i> stating that the school appeared to be meeting the standard established in Test 3. Information submitted shows the school has met the standard established in Test 1 during each of the past three school years. In fact, the percentage of participation for females has been significantly higher than that for males during each of the last three years. The school's Title IX file was reviewed during the visit. It was found to contain the two previous Title IX school visit reports, all of the annual Title IX reports for the past five years, a board approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school sponsored sports, a school generated handbook that is currently incomplete, written facility usage schedules for all shared venues, guidelines regarding awards and recognition of athletic accomplishments, written designation of locker room and athletic equipment storage space assigned each team, minutes for Gender Equity Review Committee meetings held during the past three years, a uniform review, rotation, and/or replacement plan that is currently being evaluated for updating (see <i>Equipment and Supplies</i> and <i>KHSAA Recommended Action</i>), guidelines for the provision of travel and per diem, and a copy of the school's athletic facility emergency medical plan (KRS 160.445). School officials were highly commended for the development and maintenance of a very comprehensive and well organized Title IX file.</p>
Equipment and Supplies	X		<p>The November 20, 2003 school visit report rendered this benefit category <i>Satisfactory</i> but did suggest that a uniform review, rotation, and/or replacement plan be developed and implemented. The November 21, 2005 report again deemed this category <i>Satisfactory</i> and</p>

Equipment and Supplies continued			documented the implementation of a uniform review plan based on a six-year cycle of rotation. The most recent visit revealed that the school has a uniform review plan based on a five-year replacement cycle. This plan is currently being evaluated in an effort to reduce the cycle of replacement to four years. (See <i>KHSAA Recommended Action</i> .) All the uniforms viewed during the visit appeared to be of high quality and provided on an equitable basis. According to the information submitted in the 2011-12 and 2012-13 annual reports, the school was spending approximately \$88 per female athlete and \$78 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The 2003 Title IX school visit report deemed this benefit category <i>Deficient</i> stating the school was not providing optimal playing times for female teams. The 2005 report rated this category <i>Satisfactory</i> and documented that progress had been made in relation to provision of optimal playing times. A review of the school's most recent game schedules on the KHSAA web site showed that the number of competitive events scheduled for teams of "like" sports was comparable. All shared practice facilities appeared to be assigned equitably. Usage schedules were in the Title IX file for the gym and the weight training room. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		Both the previous Title IX school visit reports found this benefit category <i>Satisfactory</i> . The 2003 report requested the development of equitable written guidelines for provision of travel and per diem. The 2005 report documented that these guidelines were in place but still did not address the provision of meals for student athletes. The review of the Title IX file during the most recent visit showed that equitable guidelines were in place for the provision of transportation, meals, and motel rooms. The data submitted in the 2011-12 and 2012-13 annual Title IX reports indicate that the school was spending approximately \$87 per female athlete and \$60 per male athlete for

			travel and per diem.
Coaching	X		Both of the earlier Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The school's athletic director is responsible for evaluating all head coaches. There is no written instrument used for this evaluation at the current time. The data submitted in the 2012-13 annual report shows that the total amounts spent for coaches' salaries for teams of "like" sports appear to be comparable. A review of the district's extra service pay schedule showed parity. The number of coaches provided for teams of "like" sports was equivalent. Information gained during the visit showed that 67% of the head coaches of girls teams are on-campus employees while 40% of the head coaches of boys teams are employed on campus.
Locker Rooms, Practice and Competitive Facilities	X		Both the 2003 and the 2005 school visit reports rated this benefit category <i>Satisfactory</i> . The reports stated that the school's baseball field was on campus and the softball field was off campus. However, the softball field had a lighting system while baseball did not. The most recent visit showed that the baseball field had been moved off campus because of flooding. Both the baseball and softball fields are now located at the Livingston County Park about two miles from the school. These facilities are very near each other and offer almost identical amenities. Both fields now have lights. The school district has a lease agreement with the county that gives both the baseball and softball teams first priority for their respective venues during their competitive seasons. The school has four on-campus locker rooms for all teams. These locker rooms appear to be assigned with equity in mind. Although storage space is limited, the available space seems to be assigned equitably. There are two coaching offices that are very similar. One office is used for all head coaches of girls teams and the other is for head coaches of boys teams.

Medical and Training Facilities and Services	X		<p>Both the previous school visit reports stated that this benefit category was <i>Satisfactory</i>. The school currently has a small weight training room adjacent to the gym. There was an equitable usage schedule for this facility posted at the venue and in the Title IX file. <u>The tour of the facility, as well as interviews with student athletes and coaches, revealed the need for additional equipment that was appropriate for use by female athletes.</u> Some examples of items needed are smaller hand weights (less than 10 pounds) and universal machines. (See <i>KHSAA Recommended Action</i>.) The school does not currently provide the services of an athletic trainer. A clinic sponsored by Family First of Livingston County is offered at the end of each school year which provides a free physical examination to any student athlete.</p>
Publicity	X		<p>The 2003 and 2005 Title IX reports rated this benefit category <i>Satisfactory</i>. The 2005 report stated that the cheer squad and other support groups appeared to be assigned equitably for competitive events for boys and girls. The most recent review of the Title IX file revealed that written guidelines were in place for provision of letters and bars, awards, banquets, and the posting of banners in the gym. School officials were commended for the comprehensive coverage of these guidelines. The school currently has one cheerleading squad that cheers at all home and away games for the boys and girls basketball teams. The pep band performs at an equal number of boys and girls basketball games as monitored by the athletic director. According to information submitted in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$6 per female athlete and \$7 per male athlete for awards.</p>
Support Services	X		<p>The two previous school visit reports rendered this benefit category <i>Satisfactory</i>. At the time of the 11-21-05 report, the school had detailed, signed agreements with all booster clubs. The recent visit revealed that there are booster clubs for all school-sponsored teams except</p>

Support Services continued			girls and boys track and girls and boys cross country. All the booster clubs have their funds housed off the school campus. There appears to be no procedure in place for administrative oversight of booster expenditures for the provision of parity. <u>It was strongly suggested to school officials that some procedure be put in place for approval/monitoring of booster spending for provision of equitable benefits.</u> A review of all athletic expenditures for the past two years shows that in 2011-12 they were within generally accepted parameters for the provision of parity for a non-football playing school. In 2012-13, these expenditures slightly favored the male athletes—approximately \$392 per female and \$456 per male athlete.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Title IX Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- implementing a boys and girls cross country team;
- replacing the scoreboard in the gym;
- moving the baseball field to the county park;
- upgrading locker rooms for visiting teams.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were designated as a result of the October 24, 2013 Title IX school visit. There were recommendations for improvement in the areas of **Equipment and Supplies** (completion of the update of the uniform review, rotation, and/or replacement plan), **Medical and Training Facilities and Services** (provision of more female friendly equipment in the weight training room), and **Support Services** (development of procedure for administrative oversight of booster spending to insure equitable provision of benefits).

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated by the most recent school visit, the following **areas of concern** should be addressed in an attempt to insure equitable provision of benefits.

Equipment and Supplies--On or before April 1, 2014, the school is to submit to KHSAA a uniform review, rotation, and/or replacement plan that shows an equitable cycle of review for replacement for all "like" sports.

Medical and Training Facilities and Services—The school's April 30, 2014 Title IX school improvement plan (T-60 form) that is submitted to KHSAA as part of the annual report, is to include steps to be taken to provide more equipment in the weight training room that are suitable for use by female athletes. This plan should include an appropriate completion date for this project in column 3.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the November 21, 2005 school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Tommy Rogers, 230 Hathaway Tr., Paducah, KY 42003
(270) 928-2065

District Level Title IX Coordinator: Amy Ramage, 219 East Adair St., Smithland, KY 42081
(270) 928-2111

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Valerie Ginn	Student/Athlete	(270) 928-2065
Denton Wood, Jr.	Student/Athlete	(270) 928-2065
Jim Larson	Girls Basketball Coach	(270) 928-2065
Blake Bradley	Girls Golf	(270) 703-0331
Lisa Head	Parent	(270) 928-2065
Kathy Johnston	KHSAA	(859) 299-5472
Tommy Rogers	Athletic Director	(270) 928-2065
Scott Gray	Principal	(270) 928-2065

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:15 CST.