



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

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

School: Mayfield
 Prepared By: Gary W. Lawson
 Date of Re-Visit: September 26, 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
X	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 data submitted, the school has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years and is currently meeting that standard.

- 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 data and rosters submitted in the annual Title IX reports to KHSAA show that the school has not met the standard established in Test 2 for the provision of athletic opportunities during any of the past three school years. The 2012-13 annual report does show that one varsity team for girls (cross country) and one varsity team for boys (cross country) has been added 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 information and responses submitted in the annual Title IX reports indicate that the school has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The information found in the most recent student athletic interest survey seems to support the responses on the T-3 form.

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

Comments: The T-63 form in the 2011-12 annual Title IX report shows that the school received a 94% completion rate on the most recent student athletic interest 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>Both the October 21, 2002 and the October 12, 2005 Title IX school visit reports deemed this area <i>Satisfactory</i>. The 2002 report stated that the school was making progress toward meeting the opportunities tests. In 2005 it appeared that the school was meeting the standard established in Test 3. Recent submittals show that the school is likely meeting the standard established in both Tests 1 and 3. <u>School officials were alerted to the fact that there needs to be close monitoring of interest in the newly sanctioned sport activities in order to continue to meet the standard of Test 3. If there is indicated interests by student athletes, these interests should be pursued for validity.</u> There was a thorough review of the school's Title IX file during the recent visit. It was found to contain both the previous Title IX school visit reports, all the annual Title IX reports to KHSAA 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, game schedules for all school sponsored sports, a written booster club agreement, facility usage schedules for all shared athletic venues, guidelines regarding awards and recognition of athletic accomplishments, a written designation of locker room and athletic storage space assigned each team, minutes from all Gender Equity Review Committee meetings during the past three years, a uniform review, rotation, and/or replacement plan, guidelines for the equitable provision of travel and per diem, and a copy of the athletic facility emergency medical plan (KRS 160.445). School officials were highly commended for the development and maintenance of a very comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2005 report did request that a uniform review, rotation, and/or replacement plan needed to be developed and implemented. The most recent</p>

Equipment and Supplies continued			visit revealed that the school has a uniform review and rotation plan based on a two-year cycle for all teams except boys and girls track (three years) and boys and girls golf and tennis (shirts provided on a yearly basis). This plan appears equitable for all "like" sports. All the uniforms reviewed during the visit seemed to be supplied in an equitable manner in relation to both quality and quantity. Data submitted in the 2011-12 and 2012-13 annual Title IX reports indicated that the school was spending approximately \$154 per female athlete and \$212 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the two previous school visit reports rendered this benefit category <i>Satisfactory</i> . The 2005 report documented that there was a disparity in the number of softball games played in comparison to baseball. A review of the 2012-13 schedules and results showed that the softball team played 28 games which equaled the number played by the baseball team. All other teams of "like" sports appeared to have an equivalent number of games on their most recent schedules. All the school's shared practice facilities seemed to be assigned equitably. 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		The 2002 and the 2005 school visit reports concluded this benefit category was <i>Satisfactory</i> . The school currently has a set of written guidelines concerning the equitable provision of travel and per diem. These guidelines address the mode of transportation and the provision of meals and motel rooms for student athletes. Interviews with coaches and administrators seemed to verify that these guidelines were being implemented. The data found in the 2011-12 and 2012-13 annual Title IX reports show that the school spent approximately \$61 per female athlete and \$76 per male athlete for travel and per diem.

Coaching	X		Both the previous school visit reports rendered this benefit category <i>Satisfactory</i> . The total amounts spent for coaching salaries for teams of “like” sports appeared to be comparable. The district’s extra service pay schedule showed parity. The number of coaches provided for teams of “like” sports was equivalent. Information provided during the visit revealed that 28% of the head coaches of girls teams were employed off campus while 14% of the head coaches of boys teams were off-campus employees.
Locker Rooms, Practice and Competitive Facilities	X		<u>The two previous Title IX school visit reports rated this benefit category <i>Deficient</i>.</u> Both reports cited the significant disparities that existed in the amenities provided by the softball facility when compared to those at the baseball field. Both the 2002 and the 2005 reports documented the need for a press box, concession stand, and safety guard on the fencing at the softball field. The most recent visit showed that <u>significant</u> upgrades and improvements have been made at the softball field since October, 2005. A new very impressive press box and concession stand have been built. The press box has a public address system. A new lighting system has been added and safety guard on the fence has been installed. The softball field now has amenities that are at least equal to those at the baseball field. The review of facilities as well as interviews with coaches and student athletes indicated that some <u>minor maintenance was needed on the fence in back of home plate at the softball field and attention was needed concerning the field’s drainage system.</u> It seemed that all the school’s locker rooms and available equipment storage space was assigned with gender equity being a priority. The recent visit gave positive evidence that this benefit category should now be considered satisfactory.

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Medical and Training Facilities and Services	X		<p>The 2002 Title IX school visit report rated this benefit category <i>Satisfactory</i>, but did request that an equitable usage schedule be developed for the weight training room and be posted at that facility. The 2005 report again rated the category <i>Satisfactory</i> but noted there was <u>no usage schedule posted at the weight room</u> . The most recent assessment revealed the school had an equitable usage schedule for this facility in the Title IX file and posted at the venue itself. It did appear that there is a need for more equipment in the weight room that is suitable for use by female athletes. There were no small hand weights (five pounds or less) and the treadmill appeared to be in disrepair. <u>The school's Title IX improvement plan should address this and other needs in this area.</u> An athletic trainer is equally accessible to all student athletes through a contract with Alliance Rehabilitation located at the Jackson Purchase Medical Center. A local physician offers athletic physical examinations for any student athlete on one designated day in July for \$10 or presentation of a medical card.</p>
Publicity	X		<p>This benefit category was designated <i>Satisfactory</i> by both previous school visit reports. The school currently sponsors one cheerleading squad that is assigned to cheer at all home and away football games. A full or split squad cheers at all home girls and boys basketball games and at away games versus district opponents and "select" rival teams. The rival teams are the same for boys and girls. The school's Title IX file had a comprehensive set of guidelines for equitably addressing the posting of banners in the gym and the provision of awards and awards banquets. Data submitted in the 2011-12 and 2012-13 annual Title IX reports show that the school was spending approximately \$15 per female athlete compared to \$5 per male athlete for awards.</p>
Support Services	X		<p>Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i>.</p>

School Services continued			<p>The 2005 report did state that there was a disparity in per athlete spending for school year 2005-06. The school currently has one booster club that serves all school sponsored sports. The club houses its funds off the school campus. It makes three to four donations to the school each year. The school places the donations in the activities account and monies are spent in the same manner as school-generated funds using the purchase order process. This system of oversight for provision of equity seems to be adequate. <u>School officials were requested to show the expenditures of booster club funds in the booster club column on the T-35 form.</u> An analysis of athletic spending for the past two years shows that in 2011-12 expenditures favored male athletes—approximately \$670 spent per male athlete and \$519 per female athlete. In 2012-13, the spending was well within generally accepted parameters for the provision of parity for a football-playing school—approximately \$747 per male athlete and \$716 per female athlete. The importance of consistently keeping expenditures within equitable parameters was emphasized to school officials.</p>
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:

- placing lights at the softball field;
 - pursuing the indicated interest in girls swimming for validity;
 - monitoring and overseeing athletic spending to insure parity of athletic benefits;
 - upgrading the playing surface at the softball field.
6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the September 26, 2013 school visit. All indicators are that the school is making significant progress in relation to providing both “proportional” opportunities and an “equivalence” of benefits for student athletes. This report does suggest that school officials closely monitor any indicated interests on the upcoming student athletic interest survey, develop a plan for provision of more female-friendly equipment in the weight training facility, continue needed maintenance at the softball field, and monitor all athletic spending for the provision of parity.

7. KHSAA Recommended Action in relation to new deficiencies

No deficiencies were designated as a result of the September 26, 2013 school visit.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated by the October 12, 2005 school visit report has been addressed by the numerous upgrades and additions at the softball field which are described in the *Locker Rooms, Practice and Competitive Facilities* section of this report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Joe Morris, 1306 Fairway, Mayfield, KY 42066 (270) 727-0421

District Level Title IX Coordinator: Don Hubbard, 122 Campbell Ct., Mayfield, KY 42066
(270) 705-2513

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Reanna Olive	Student Athlete	(270) 978-6879
Mitzi Guhy	Tennis Coach	(270) 247-4461
Lorena Godinez	Volleyball Coach	(270) 247-4461
Don Hubbard	Principal	(270) 705-2513
Joe Morris	Athletic director	(270) 727-0421
Lonnie Burgett	Superintendent	(270) 705-9448
Martha Wynstra	School Board Member	(270) 251-3612
Patricia Wimsatt	Softball Coach	(270) 247-4461

10. Comments

One person from the community attended the Public Comments session. The meeting was adjourned at 3:35 CDT.