



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

**(For schools re-visited during the 2014-2015 school year)**

School: Meade County  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: October 21, 2014  
 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

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

2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One or More)

|   |   |  |
|---|---|--|
|   | 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 not met the standard established in Test 1 for the provision of athletic opportunities during any of the past three school years. The 2013-14 annual Title IX report showed that 48% of the student enrollment was female while 41% of the athletic participants were female.

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 rosters and information submitted indicate 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 T-2 form in the 2013-14 annual Title IX report revealed that one varsity team, with approximately two current participants, 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 data and responses submitted on the T-3 forms in the annual Title IX reports indicate that the standard established in Test 3 for provision of athletic opportunities has been met each of the past three school years. The evidence shows that the school has responded to the interests of the students in regard to adding sports and sport activities. The total team opportunities for each gender are comparable.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes  No

Comments: According to the information submitted on the T-63 form in the 2013-14 annual Title IX report, a 100% completion rate was received 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>The March 6, 2001 Title IX school visit report rated this area <i>Satisfactory</i> because it appeared the school was meeting the standards established in all three of the athletic opportunities tests. The December 17, 2007 visit again resulted in a <i>Satisfactory</i> rating stating that the school was meeting the standards established in both Tests 1 and 3. Annual reports for the past three years indicate that the standard established in Test 3 is currently being met. The school apparently added the sports and sport activities as deemed necessary by the student athletic interest survey. (See detailed explanations for each of the three tests on page 2 of this report.) <u>School officials were cautioned to make sure that all rosters were submitted correctly to KHSAA so accurate counting and calculations would be reflected on the T-1 and T-2 forms.</u> During the most recent visit, the school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, 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 GERC, current game schedules for all school sponsored varsity teams, facilities usage schedules for the gym, indoor hitting facility, and weight training room (see <i>Medical and Training Facilities and Services</i> and <i>KHSAA Recommended Action</i>), written regulations regarding provision of athletic awards (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), a written designation of locker room and athletic equipment storage space assigned each team, minutes for GERC meetings for the past three years, a uniform review, rotation, and/or replacement plan, written guidelines relating to provision of per diem for student athletes (see <i>Travel and Per Diem Allowances</i> and <i>KHSAA Recommended Action</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were commended for the development and maintenance of a very comprehensive and well organized Title IX file.</p> |

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| Equipment and Supplies                | X | <p>Both the 2001 and 2007 Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. The 2001 report suggested the school develop an equitable uniform review, rotation, and/or replacement plan. The 2007 report documented that the school had a detailed record of past uniform purchases but no plan for future purchases. A complete uniform review, rotation, and/or replacement plan was submitted to KHSAA on April 15, 2008. The most recent visit revealed that the school had a uniform rotation plan based on a five-year cycle of review for all sports except boys and girls swimming, archery, boys and girls golf, boys and girls tennis, and boys and girls bowling which are replaced each year. All the uniforms reviewed during this visit were of high quality and appeared to be supplied equitably in relation to quantity. According to data submitted in the 2012-13 and the 2013-14 annual Title IX reports, the school was spending approximately \$235 per male athlete and \$118 per female athlete for equipment and supplies. Gender Equity Review committee members were encouraged to monitor this spending for provision of parity.</p> |
| Scheduling of Games and Practice Time | X | <p>Both previous Title IX school visit reports designated this benefit category <i>Satisfactory</i>. Scheduling information posted on the KHSAA web site showed that the number of competitive events for teams of "like" sports was comparable. The facilities usage schedules indicated equitable usage of the indoor hitting facility and gyms. 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.</p>  |
| Travel and Per Diem Allowances        | X | <p>Title IX school visit reports from 2001 and 2007 rendered this benefit category <i>Satisfactory</i>. The 2007 report did request that the guidelines for athletic travel and per diem be expanded to include <u>regular season</u> as well as post season. The most recent visit showed that there were written regulations in the Title IX file for the provision of food and some guidelines for</p>  |

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| Travel and Per Diem Allowances<br>continued       |   | lodging for student athletes. These guidelines did not specify the parameters for quality in relation to lodging nor did it address the mode of transportation—car, school bus, or charter bus. (See <i>KHSAA Recommended Action</i> .) According to data submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$319 per female athlete compared to \$176 per male athlete for travel and per diem. <u>Information gathered during the visit made it evident that the expenditures submitted for girls soccer in the 2013-14 report was in error.</u> (See <i>Support Services and KHSAA Recommended Action</i> .)   |
| Coaching  | X | Both previous Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The school's administrative team is responsible for the evaluation of all head coaches. A written instrument is used in this evaluation process. According to the information submitted on the T-35 form in the 2013-14 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports was comparable. A review of the district's extra service pay schedule showed parity. According to data in the <i>Coaching</i> column on the T-35 form, the coaching ratio is one coach per 12 participants for female athletes and one coach per 14 participants for male athletes. Information provided during the visit indicated that 80% (8/10) of the head coaches of girls teams are on-campus employees while 72% (8/11) of the head coaches of boys teams are employed on campus. |
| Locker Rooms, Practice and Competitive Facilities | X | School visits in 2001 and 2007 resulted in <i>Satisfactory</i> ratings in this benefit category. At the time of the 2007 visit, the school was involved in a large renovation project that included several on-campus athletic facilities. This project is now completed, and the most recent tour of facilities at Meade County High School featured very well appointed and maintained venues. Overall, the locker rooms, practice and competitive facilities are considered excellent. All teams (except   |

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| <p>Locker Rooms,<br/>Practice and<br/>Competitive<br/>Facilities<br/>continued</p> |  | <p>softball) are assigned appropriate dressing areas, and those assigned to "like" sports are comparable except in the case of baseball and softball. The school has a large amount of athletic equipment storage space, and all of the space appears to be assigned with the provision of equity as a priority. The school has several off-campus venues. Activity bus transportation is provided by the school district for all of these facilities. Several impressive offices are provided for coaches. Again, the assignment of this space shows equivalence. It was emphasized to school officials and the Gender Equity Review committee that there is one area that clearly shows a disparity and needs to be addressed—the provision of a dressing area for softball that is in close proximity to their playing facility. Both the softball and baseball teams compete on very well-appointed fields at the Meade-Orlin Park located about one mile from the school. At the time of the time of the 2007 visit, both teams had very small dressing areas in a building adjacent to their playing field. The directors of the park have taken this space to use for administrative offices. In response to this change, a dressing room with lockers has been constructed for the baseball team very close to the baseball field. Softball has no dressing area in the vicinity of the softball field. This disparity should be addressed in an attempt to bring about the total equivalence that is desired by the athletes, coaches, and administrators at the school. (See <i>KHSAA Recommended Action</i>.)</p> |
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| Medical and Training Facilities and Services | X | <p>The 2001 school visit report rendered this benefit category <i>Satisfactory</i> but did request that an equitable usage schedule be developed for the weight training room. The 2007 report rated this category <i>Deficient</i> stating that there was no usage schedule for the weight training room, and interviews with student athletes and coaches indicated that no females used the facility. The most recent visit revealed that the school has a large, very well equipped weight training facility. There is also weight training equipment in or adjacent to several of the teams playing or dressing facilities. According to interviews with student athletes and coaches, several teams use this scattered equipment rather than go to the centralized facility. Recent interviews suggest that females do use the weight room—unlike the responses in 2007. Girl's basketball and girl's swimming team use the facility frequently and are scheduled equal access as shown by documentation in the Title IX file. A copy of the usage schedule for the weight training room was found in the Title IX file, but—as was the case in 2007—<u>not posted at the facility.</u> (See <i>KHSAA Recommended Action.</i>) The tour of the weight training room showed there was a significant amount of equipment that was suitable for use by female athletes. The school provides two large, well-equipped athletic training rooms. An athletic trainer is provided on a daily basis by Hardin Memorial Hospital. All student athletes are responsible for getting their own physical examinations.</p> |
| Publicity                                    | X | <p>Both the previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. The school currently has one cheerleading squad that is assigned to cheer at all home football games and at away games within a 50 mile radius. During basketball season they cheer at all home games for both the boys and girls teams and at all away games versus district opponents. They also cheer at all postseason games for the football and boys and girls basketball teams. The dance team performs at two or fewer football games and at four home games for both boys and girls basketball each</p>  |

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| Publicity<br>continued |   | <p>season. The full school band performs at all home football games. The pep band plays at all home boys' basketball and home girls' basketball games. Some guidelines for the provision of athletic awards were found in the Title IX file. These guidelines should be expanded to include the posting of athletic recognition banners in the gym, the provision of post-season banquets, and the criteria for admittance into the school's athletic Hall of Fame. (See <i>KHSAA Recommended Action</i>.) According to data submitted in the 2012-13 and 2013-14 annual Title IX reports, the school was spending approximately \$50 per female athlete and \$45 per male athlete for awards.</p>   |
| Support Services       | X | <p>The school visit reports from 2001 and 2007 both rated this benefit category <i>Satisfactory</i>. The 2007 report recommended that the school establish a system for monitoring booster club spending for the provision of parity. The school currently has booster clubs for all sponsored teams except girls and boys bowling, girls and boys cross country, girls and boys golf, girls and boys tennis, girls and boys track, and archery. All the booster clubs house their funds off the school campus. School administrators follow the state of Kentucky administrative regulations in relation to booster spending. Although athletic spending at the school has been within generally accepted parameters for the provision of parity in recent years, school officials were reminded that if booster clubs have off-campus accounts, it is recommended that <u>some mechanism be in place for administrative oversight of all booster expenditures for the provision of parity.</u> According to information submitted in the annual Title IX reports, athletic expenditures in 2012-13 were within generally accepted parameters for provision of parity at a football playing school. During that year, 38% of the expenditures were for female athletes who made up 40% of athletic participants which meant approximately \$734 was spent per female athlete and \$810 per male athlete. Evaluation of expenditures for 2013-14 was not possible because there was a substantial error in the travel expenditures submitted on the T-35 form in the 2013-14 Title IX annual report.</p> |



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|--|----|--|---------------------------------|
|  |    |  | (See KHSAA Recommended Action.) |
| Athletic Scholarships                      | NA |  |                                 |
| Tutoring                                   | NA |  |                                 |
| Housing and Dining Facilities and Services | NA |  |                                 |
| Recruitment of Student Athletes            | NA |  |                                 |

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

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

- revising the uniform rotation plan;
- reviewing the assignment of locker rooms, athletic storage space, and coaches' offices by the Gender Equity Review Committee;
- updating the athletic recognition banners posted in the gym;
- scheduling female athletic events during the most optimal playing days and times;
- adding a female archery team.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the October 21, 2014 Title IX school visit. It does appear that Meade County High School has made progress in the provision of opportunities for participation and provision of athletic benefits to their participants. The school has shown consistent progress in addressing the needs and interests of its student athletes since March, 2001. There are "areas of concern" that need to be addressed within the categories of *Medical and Training Facilities and Services, Publicity, Travel and Per Diem Allowances, Locker Rooms, Practice and Competitive Facilities, and Support Services in an effort to insure that equitable benefits are provided.* (See section 7 of this report.)

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated in the body of this report, the following "areas of concern" need to be addressed in an effort to insure that future deficiencies do not develop.

(Locker Rooms, Practice and Competitive Facilities) On or before **January 9, 2015**, the school is to submit to KHSAA a written plan for the provision of a dressing room for the softball team that has amenities that are at least equitable to those of the baseball dressing facility. This plan should include a reasonable completion date. This project is also to be reported on the school's Title IX improvement plan (T-60 form) and remain a part of that plan until the project is completed.

(Medical and Training Facilities and Services) Upon receipt of this report, an equitable usage schedule which shows provision of access for female teams is to be posted at the school's weight training room. On or before **January 9, 2015**, the school is to submit to KHSAA a picture of this posted document.

(Publicity) On or before **January 9, 2015**, the school is to submit to KHSAA an expansion of the current written guidelines in this benefit category which address the posting of athletic recognition banners in the gym, the provision of equity in relation to post-season athletic banquets, and the criteria for admittance into the school's athletic Hall of Fame. The documentation of completion of these endeavors should be placed in the Title IX file and also be a part of the Title IX Improvement Plan submitted to KHSAA by **April 30, 2015**.

(Travel and Per Diem) On or before **January 9, 2015**, the school is to submit to KHSAA an expansion of the written guidelines in this benefit category which addresses the mode of transportation and the parameters of consideration in regard to quality of lodging for student athletes. This expansion is also to become part of the school's permanent Title IX file.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The December 17, 2007 school visit report designated the benefit category *Medical and Training Facilities and Services* deficient because there was no equitable usage schedule for the weight training facility which showed female access, and the interviews with student athletes indicated there was no female access provided to the facility. Interviews with student athletes and coaches during the most recent visit gave clear indication that female access is now provided and a usage schedule for the facility was a part of the Title IX file. Upon receipt of this report, a current copy of the usage schedule is to be promptly and prominently posted at the facility. It does appear that this deficiency has been positively addressed.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Todd Clanton, 938 Old State Rd., Brandenburg, KY 40108  
(270) 422-7515

District Level Title IX Coordinator: Bill Adams, Old Ekron Rd., Brandenburg, KY 40108  
(270) 422-7500

| Name               | Title                       | Telephone      |
|--------------------|-----------------------------|----------------|
| Gary W. Lawson     | KHSAA                       | (502) 545-3393 |
| Mike Harreld       | Soft ball Coach             | (270) 422-7515 |
| Morgan Benham      | Volleyball Coach            | (270) 422-7515 |
| Addilyn Lynch      | Student Athlete             | (270) 422-7515 |
| John Millay        | Student Athlete             | (270) 422-7515 |
| Todd Clanton       | Athletic Director           | (270) 422-7515 |
| Bill Adams         | District Coordinator        | (270) 422-7500 |
| Marc Adams         | Principal                   | (270) 422-7515 |
| M. Ilene Aebersold | Parent                      | (270) 422-7545 |
| Crystal Tate       | Secretary                   | (270) 422-7500 |
| Terry Nelson       | Middle School Administrator | (270) 422-7530 |
| Jim DeVries        | Administrator               | (270) 422-2997 |
| Kathy Johnston     | KHSAA                       | (859) 494-2509 |
|                    |                             |                |

10. Comments:

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 pm EDT.