



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

KHSAA Form T76
Rev..11/16

School:	Montgomery County
Prepared By:	Jeff Marksberry
Date of Re-Visit:	February 25, 2025
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

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 most recent Student Interest Survey was conducted during the 2023-24 school year. Students in grades 8-11 were surveyed with a return rate of 81%. The survey indicated interest in field hockey, dance, and lacrosse. School administrators were reminded of process to evaluate student interest through meetings and documentation in order to continue to meet Test 3. The most recent sport and/or sport activities to be added are freshman girls basketball, varsity girls wrestling, varsity boys and girls indoor track, and esports. Montgomery County High School currently offers fourteen (14) varsity sport and/or sport activities for females and sixteen (16) for males. Reported documentation showed that there are a total of twenty-one (21) sport level opportunities for males and a total of twenty (20) sport level opportunities for females. School administration were reminded of the importance for accurate team and roster submission so that data results may provide a complete school analysis for the area 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: The previous audit (2015-16) deemed this category as satisfactory. There was written evidence of a uniform review/replacement plan for all sports. Written documentation indicated a four (4) year plan for review and/or purchase. All uniforms except for archery and swimming (cap) are on a 4-year rotation schedule for review/replacement. The swim team caps are purchased yearly and retained by the student. All viewed uniforms were of excellent quality and appeared to be equitable in the quantity provided. Uniform review indicated slight advantage to female teams in the sports of girls basketball (3 female to 2 male), softball (5 softball uniforms/bag to 3 baseball), and girls soccer (3 tops/2 bottoms for female/2 tops 1 bottom to male). Interviews with students and coaches indicated knowledge of the uniform review/replacement plan. A two-year review of spending showed that approximately \$393.00 was spent per male athlete and approximately \$184.00 spent per female athlete. The current overall spending in this category **does not** fall within the acceptable spending parameters for the category of Equipment and Supplies. School administrators were reminded of the importance of accuracy on the T-35 form and the responsibility of the institution to balance spending in this category.

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 previous audit (2015-16) deemed this category as satisfactory. There was viewed evidence of all team schedules in the school Title IX file. Current and past viewed schedules showed overall equivalence and parity regarding the number of competitive event opportunities provided for the like sports. There was written evidence showing the equitable scheduling for the shared facilities of the arena, the auxiliary gym, the barn, the turf field, the track, and batting cages. Documentation showed that the scheduling of all facilities are monitored by the Athletic Director with priority given to the in-season sports with rotation for use of shared facilities on a weekly basis. Interviews with administration and student athletes indicated that all usage schedules for practice and competitive venues are displayed thru an Event Link computer application which is available and accessible to student athletes. Schedules for weight room and batting cage use should be posted at site for student-athlete viewing.

(See Other Actions Necessitated by this Visit)

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: There was written evidence of a travel guideline that included the specifics for mode of transportation which included school bus and approved parent transport. All school bus use is paid for by district funds. The guideline did not include specific guidelines for the provision common carriers (charter bus or flights), meals, and housing. According to viewed evidence, all overnight trips must be approved by the BOE. **Upon receipt of this report, the GERC shall develop Travel/Per Diem guidelines for use of charter bus/plane (common carrier) and guidelines for the provision of meals and housing (see other actions necessitated by visit section)** A review of spending for this category showed that approximately \$160.00 was spent per male athlete and approximately \$133.00 spent per female athlete. The spending in this category falls in the acceptable range.

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

BENEFITS REVIEW- COACHING: There was viewed evidence of a school approved salary schedule which showed overall equivalence in coaching stipend amounts and parity for the number of positions provided for the like sports. Reported documentation showed that the athlete to coach ratio, with regard to accessibility, is 11:1 for males and 10:1 for females. Currently there are 8 head coaches of female teams on campus and 9 head coaches of male teams on campus. Interviews with administration indicated that coaching evaluations are done at the beginning and end of each season by the athletic director and head coaches complete an evaluation on assistant coaches at the end of the season.

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: This benefit was deemed Deficient due to lack of equitable amenities between baseball and softball during the 2015-16 audit. Montgomery County HS is to be commended for the improvements made to the softball facility. There was written and viewed evidence of locker room and storage assignment for all teams except golf, bowling, indoor track, cross country, and tennis **(See Other Actions Necessitated by this Visit)**. Viewed locker rooms appeared to be equitable and with similar amenities. Storage areas were in close proximity to each assigned locker room area and/or each competitive facility. Locker rooms were identified with signage indicating specific team assignment. On campus practice and competitive facilities include those for football, soccer, wrestling, track, archery, baseball, volleyball, and basketball. The off-campus practice and competitive facilities include those for golf, cross-country, swimming, bowling, tennis, softball and fishing. The golf team utilizes Irish Hills golf course for practices and competitions. The swim team facility is located in Winchester (College Park). Sterling Lanes provide a practice and competitive facility for bowling. The boys' and girls' tennis teams practice and competes at the Easy walker park courts (6) lighted courts. The cross-country team utilizes the Northview Elementary for practice with competitions. Fishing utilizes Cave Run Lake. The softball practice and competitive facility is located at Mt Sterling Elementary. The development of the softball facility aided in ensuring the equitable provision of amenities for all teams at Montgomery County High School. All viewed facilities are excellent and very well maintained.

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 is one (1) weight/conditioning room that is located in The Barn, on the main school campus. It is a spacious, well-organized area with a variety of weight/conditioning equipment, all appropriate for female use. A schedule showing equitable usage and access was in the school Title IX file and EventLink. **Upon receipt of this report, the weight room usage schedule should also be posted at the site.** Interviews with administration indicated that athletic training services are provided thru a contract with UK Sports medicine. There are two athletic training rooms located on campus, both easily accessible by all. Services are provided on a daily basis, at all home events, and away district events. The athletic training room is well organized and provides equitable access for all athletes. The athletic training schedule regarding availability and contact is posted at the site. Interviews with administration indicated that athletic physicals are provided for all during scheduled times in the summer and through Sterling Health during school year by school-based NP. There was viewed Emergency Action Plans for all on and off-campus venues. Montgomery County HS has 5 permanent AED placements for athletic venues and 1 portable AED. The trainer has an AED at all times.

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: There was written evidence of an awards/recognition guideline that included the provisions for banquets, letters/bars and team awards. Documentation stated that each team will have an end-of-season banquet at a school district facility. Interviews with students indicated end of season banquets held in the high school/middle school/elementary school with some meals being pot luck and/or catered. The awards guideline also included the provision for letters and bars, banner display, trophy display with the recognition of district and/or regional championship trophies and another for KHSAA state championship display of trophies. The guidelines also included a jersey retirement policy. There was evidence of a program for girls basketball only. Interviews with administration also indicated the equitable scheduling and oversight of cheerleading and band as support groups for the teams of football, girls' basketball, and boys' basketball. A two-year review of spending showed that approximately \$71.00 was spent per male athlete and approximately \$60.00 spent 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 availability and assignment of office space appeared to be equitable. Interviews with administration indicated that the teams without external booster accounts are tennis and esports. There was written evidence of signed booster agreements within the Title IX file. Specifics within the booster agreements included prior approval for all fundraising activities, budget submission, reporting of expenditures to the school bookkeeper, and submission of required year-end reporting. All booster dollars are deposited in external accounts. It was recommended to school officials that expenditure approval should be given by administration to booster expenditures greater than \$500.00. School administrators indicated there was a trust fund set up for use only by the football team (approx \$40,000.00 annually). Administrators were reminded of the institutional responsibility of expenditure oversight and parity. Interviews with coaches indicated knowledge of the school process for approval to purchase items. A review of overall spending showed that approximately \$625.00 was spent per male athlete and approximately \$427.00 per female athlete. A two-year review of expenditures showed that approximately 37% of total dollars were spent on females which made up approximately 46% of the total participants. A review of this information shows that Montgomery County High School **does not meet** the acceptable spending parameters both on a per athlete and percentage basis. (Note: there was a typo in facilities section of T-35 for baseball facility upgrades, \$56,880.00 was recorded instead of \$5,688.00). Administrators were reminded of the importance of accurately report expenditures on the T-35 form for the 2024-25 school year.

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
N/A		

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
N/A		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Locker Rooms: Review all off-campus facilities to verify locker room availability and access. Review all current on-campus locker rooms. Submit a locker room assignment for all on-campus and off-campus teams.	Submit to KHSAA on or before: May 16, 2025 . Please send to jmarksberry@khsaa.org
Travel and Per Diem (Housing): Expand the current guideline to include the provision/specifics for overnight stay (housing). This may include, but not be limited to, interior corridors, free breakfast, brand name hotel, number of students per room, etc.	Submit to KHSAA on or before: May 16, 2025 . Please send to jmarksberry@khsaa.org
Travel and Per Diem (Mode of Transportation): Expand the current guideline to include the parameters for the use of common carriers (charter bus or airplanes)	Submit to KHSAA on or before: May 16, 2025 . Please send to jmarksberry@khsaa.org
Travel Per Diem (Meals): Expand the current guideline to included provision of meals on athletic trips. This may include a per meal amount or a per day amount.	Submit to KHSAA on or before: May 16, 2025 . Please send to jmarksberry@khsaa.org
Scheduling (weight room and batting cages): School will post usage schedule at weight room and batting cages for student-athlete viewing.	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Austin Maples	Athletic Director
Dustin Lueker	Assistant Athletic Director
Emma Sederstrom	Student-athlete
Will Steger	Student-athlete
Jordan Perry	Girls basketball coach
Lainey Neal	Girls Swim/Dive coach
Holly Lawson	Principal
Taria Booker	Parent
Lacy Gross	Parent
Richard Culross	Deputy Superintendent/District Title IX coordinator
Jeff Marksberry	KHSAA
Gary Lawson	KHSAA

OTHER GENERAL OBSERVATIONS

School administration and staff were welcoming and very well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm was held in the school conference room. No one was in attendance. The audit team left Montgomery County High School at approximately 3:15 pm. There was viewed evidence of Emergency Action Plans (EAP) for all on- and off-campus athletic venues. There was also viewed evidence for the placement of six (5) permanent AED units at various athletic venue sites as well as one (1) portable AED unit available for athletic trainer and coach access.