



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Muhlenberg County High School
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 13, 2024
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 October 22, 2015 Title IX school visit report designated the accommodation of student interest and abilities **Satisfactory** based on information indicating that the standard of both Tests 2 and 3 were being met at that time.

A review of the annual Title IX reports for the past two years show that the school is currently meeting the standards established by both Tests 1 and 3. The T-1 form in the 2023-24 annual report revealed that females were 41.4% of the athletic participants, and they were 45.7% of the school's enrollment (Test 1). The internal analysis summary for the 2023-24 annual report states that the information on both the T-3 and T-63 forms indicates that student athletic interests are being accommodated (Test 3). The school currently offers 18 total teams for female participation and 19 total teams for male participation. The T-63 form in the 2023-24 annual Title IX report shows that a 61.9% completion rate was received on the most recent student athletic interest survey.

During the most recent school visit, the Title IX file was reviewed. It contained 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 teams, a school-generated athletic handbook for athletes and coaches, a listing of the locker room and equipment storage space assigned to 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**.) The file also had statements addressing travel and per diem. (See **Travel and Per Diem Allowances** and **KHSAA Recommended Action**.)

IT SHOULD BE NOTED THAT USAGE SCHEDULES FOR THE SHARED ATHLETIC PRACTICE VENUES WERE NOT PART OF THE REQUESTED DOCUMENTATION IN THE TITLE IX FILE. (See **Scheduling of Games and Practice Times** and **KHSAA Recommended Action**.) ANOTHER CONCERN WAS THE LACK OF REGULATIONS IN THE TITLE IX FILE IN THE AREA OF **PUBLICITY** THAT WERE REQUESTED FOR THIS AUDIT. (See **Publicity** and **KHSAA Recommended Action**.)

School officials were encouraged to work with the GERC to develop and implement guidelines and regulations to insure parity for student athletes.

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 2015 Title IX school visit report designated this benefit category *Satisfactory*. The report noted that interviews during that visit gave some indication that the uniform review/rotation/replacement plan was not being fully implemented.

The uniforms reviewed during the most recent school visit appeared to be of mid-to-high quality. The uniforms displayed by the athletic director did not seem to be supplied in equitable quantities. However, after interviews with coaches and student athletes, it was learned that some of the displayed uniforms were not currently being used so it is assumed the quantities of uniforms supplied are equitable. As was true in 2015, there was a uniform review/rotation/replacement plan available during this visit that showed equitable cycles, but again, interviews with student athletes and coaches did not offer adequate evidence that this plan was being followed. (See *KHSAA Recommended Action*.)

The 2022-23 and 2023-24 annual Title IX reports showed that the school spent \$110 per female athlete and \$126 per male athlete for equipment and supplies.

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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

During the most recent school visit, the athletic director confirmed that the number of competitive events scheduled for teams of "like" sports was comparable. The school did not have equitable usage schedules for venues that are shared per gender in the Title IX file as requested for this visit. The shared venues—weight training rooms #1 and #2, gym, and indoor hitting facility did have usage schedules that seemed to show parity posted at the facility. UPON RECEIPT OF THIS REPORT, COPIES OF CURRENT USAGE SCHEDULES FOR ALL SHARED VENUES ARE TO BE PLACED IN THE TITLE IX FILE AND UPDATED AS NEEDED.

The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for parity in this endeavor.

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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report noted that the school did not have equitable written guidelines addressing the *mode of transportation, meals, or lodging* for student athletes.

During the most recent school visit, an equitable regulation addressing the *mode of transportation* for student athletes was available. There were vague statements addressing per diem—*meals and lodging*—but they did not offer guidelines for provision of parity. (See **KHSAA Recommended Action**.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$17 per female athlete and \$26 per male athlete 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 2015 Title IX school visit report designated this benefit category **Satisfactory**.

During the most recent school visit, it was learned that the principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is not currently used to document this process. A review of the district's extra-service pay schedule indicated parity.

The T-35 form in the 2023-24 annual Title IX report showed the total amounts spent for coaching salaries for teams of "like" sports were comparable.

Data collected during this visit indicated the coaching ratio for females is 8.6 participants per coach, and the ratio for males is 9.9 participants per coach. The athletic director shared information that was used to determine that 11% (1/9) of the head coaches of girls' teams and 22% (2/9) of the head coaches of boys' teams were on-campus employees.

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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

The practice and competitive venues at this school were well-maintained and appointed and of high quality at the time of the most recent visit. A copy of the identified assignment of locker room and equipment storage space was found in the Title IX file. The locker rooms are generally spacious and offered comparable amenities. The shared locker room seem to be assigned equitably. The equipment storage areas were of adequate size and, generally, located in close proximity to the competitive and/or practice venues. The on-campus baseball and softball field have almost identical amenities.

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: The 2015 Title IX school visit report designated this benefit category *Satisfactory*.

The tour of facilities during the most recent school visit revealed that there are two large and well-equipped weight training rooms. Weight room #1 is in the football field house and is used by football, boys' and girls' soccer, and boys and girls track teams. This facility appears to have a limited number of training options suitable for female athletes. Weight room #2 is in the main school building down the hallway from the gym. This facility is shared by all teams not identified as using weight room #1. Although these facilities did not have equitable usage schedules in the Title IX file, there were some current usage schedules posted at both venues. (See *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*.) Interviews with student athletes indicated equitable access to both weight training rooms. According to the athletic director, an athletic trainer is available equitably on a daily basis through a contract with Owensboro Health, Inc. Student athletes are offered free physical exams on two designated days each spring by Owensboro Health, Inc. and Deaconess Health, Inc.

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 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report documented that the school did not have any written regulations addressing the provision of parity in regard to awards and athletic banquets.

The school currently has one varsity cheerleading squad that is assigned to all home football games and at away games versus district opponents. The pep band plays at all home football games and at four boys basketball games and four girls basketball home games. According to the athletic director and interviews with coaches, no athletic teams give awards to student athletes. The A.D. provided a description of the criteria for induction into the school's Hall of Fame. The school did not have the requested guidelines addressing the posting of banners for athletic recognition, and there were no regulations being implemented for the provision of parity in regard to athletic banquets. (See **KHSAA Recommended Action**.)

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$23 per female athlete and \$14 per male athlete for awards and athletic recognition.

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 2015 Title IX school visit report designated this benefit category *Satisfactory*.

During the most recent visit, it was learned that there are three exclusive coaching offices at this school. One is for football, one for girls' basketball, and one for boys' basketball. According to administrators, the school currently has five active athletic booster clubs that support girls' basketball, boys basketball, baseball, softball, and football. All booster clubs house their funds outside of school accounts. The athletic director reported that all booster purchases must be approved through the signed purchase order process before these expenditures can occur. This system of oversight could not be confirmed during interviews with coaches.

The internal analysis summary for the annual Title IX reports shows the following data related to athletic spending:

- **2022-2023** 41.94% of the total spending was for females who made up 42.93% of the participants or \$355 per female athlete. 58.06% of the total spending was for males who made up 57.07% of the participants or \$370 per male athlete.
- **2023-2024** 44.63% of the total spending was for females who made up 41.35% of the participants or \$457 per female athlete. 55.37% of the total spending was for males who made up 58.65% of the participants or \$400 per male athlete.

Over the two-year period of this analysis, athletic spending appears to be well within generally accepted parameters for the provision of parity for a 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
No deficiencies were assessed as a result of the November 13, 2024 Title IX school visit.		

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 assessed as a result of the October 22, 2015 Title school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Travel and Per Diem Allowances)</p> <ul style="list-style-type: none"> <input type="checkbox"/> The school is to submit to KHSAA written regulation(s) addressing the equitable provision of meals for student athletes. <input type="checkbox"/> The school is to submit to KHSAA written regulation(s) addressing the equitable provision of lodging for student athletes. <p><u>* Both these documents are to be signed by all head coaches and all members of the Gender Equity Review Committee.</u></p>	<p>On or before <u>January 24, 2025</u></p>
<p>(Publicity)</p> <ul style="list-style-type: none"> <input type="checkbox"/> The school is to submit to KHSAA written regulation(s) specifying the criteria for the posting of recognition for athletic accomplishments and/or participation for banners in the gym. <input type="checkbox"/> The school is to submit to KHSAA written regulation(s) addressing the provision of parity in regard to post-season banquets. <p><u>*Both these documents are to be signed by all head coaches and all members of the Gender Equity Review Committee.</u></p>	<p>On or before <u>January 24, 2025</u></p>
<p>(Equipment and Supplies)</p> <ul style="list-style-type: none"> <input type="checkbox"/> The school is to submit to KHSAA a written uniform review/rotation/replacement plan showing equitable cycles of replacement for all "like" teams. <input type="checkbox"/> The school is to submit to KHSAA written documentation of the system of oversight by administrators that ensures the purchase plan for uniforms is followed. <p><u>*Both these documents are to be signed by the principal, athletic director, all members of the Gender Equity Review Committee, and all head coaches.</u></p>	<p>On or before <u>January 24, 2025</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary Lawson	KHSAA
Tinley Gettings	Student Athlete
Kelsie Cotton	Student Athlete
Autumn Wilkins	Softball Coach
Ryan Groves	Girls Basketball Coach
Brad Rogles	Athletic Director
Ken Carver	Principal
Kendra Pate	Parent
Terri Beth Dixon	Girls Golf Coach
Stephanie Mahlosky	Parent/Swim Coach
Jennifer L	Parent

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). The plan presented designated all athletic venues and was comprehensive in regard to protocols to be followed. According to the Athletic Director, practice drills for this plan are conducted at all identified facilities.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that AED's are in the following locations: (1) in the mezzanine of the Performing Arts Center;; (2) on the wall in the football field house; (3) in the hallway in front of the gym; (4) adjacent to the visitor locker room in the gym; and (5) in the changing area at the middle school (archery).

Three people from the community attended the Public Comments session which was advertised through school social media, all call text to parents and students, parent and teacher e-mail, local radio, and the school marquee. Questions during this session centered on understanding the purpose and process of a Title IX visit.

The athletic director was encouraged to work with the GERC to develop and implement appropriate regulations to strive to insure proportional opportunities and equivalent benefits for all student athletes. The meeting was adjourned at 3:50 pm CST.