



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

(For schools re-visited during the 2015-2016 school year)

School: Muhlenberg County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: October 22, 2015
 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
X	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

Note: MUHLENBERG COUNTY WAS A NEWLY CONSOLIDATED HIGH SCHOOL IN 2010-11, THEREFORE, THIS REPORT REFLECTS THE FIRST OFFICIAL TITLE IX SCHOOL VISIT AND NO REFERENCE WILL BE MADE TO PREVIOUS TITLE IX SCHOOL VISIT REPORTS.

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

Comments: The rosters and data submitted by the school show that the standard established by Test 1 for provision of athletic opportunities was met during two of the past three school years (2012-13 and 2013-14) but this standard is not currently being met. The T-1 form in the 2014-15 annual Title IX report shows that the percentage of participation for females was 40.7% and their percentage of the school enrollment was 49.2%. (See *Accommodation of Interest and Abilities* on page 3 of this report.)

- 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: Although the school's T-2 forms do not document compliance, it is likely they have met the standard established by Test 2 for provision of athletic opportunities during each of the past five school years. Muhlenberg County was a newly consolidated school in 2010-11 meaning that, technically, all their athletic teams (100%) have been added during the past five years. IT SHOULD BE NOTED THAT 2014-15 WAS THE LAST YEAR THAT ORIGINAL TEAMS WERE TO BE COUNTED IN COLUMN 3 ON THE T-2 FORM.

- 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 information submitted on the T-3 form gives strong indication that the standard established by Test 3 for provision of athletic opportunities is being met. According to the current T-2 form, the school offers 18 teams for male competition and 16 teams for female competition. IT SHOULD BE NOTED THAT IF THE CURRENT INDICATED INTEREST IN BOWLING CONTINUES TO BE SHOWN ON THE 2015-16 STUDENT INTEREST SURVEY, EVIDENCE MUST BE PROVIDED THAT THE INTEREST HAS BEEN PURSUED FOR VALIDITY.

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 2013-14 annual Title IX report shows that an 82.4% completion rate was received on the most recent student 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 information provided in the most recent annual Title IX reports show that the standard established by Test 1 for provision of athletic opportunities has been met during two of the past three school years but was not met in 2014-15. This data, combined with the strong indication that there were possible errors in the rosters submitted to KHSAA, made it unlikely that the school is meeting the standard of this test. <u>School personnel were reminded that accurate rosters are now the major basis of the total Title IX evaluation. IT IS INCUMBENT UPON THE SCHOOL TO TAKE EVERY MEASURE TO INSURE ACCURACY IN THIS ENDEAVOR.</u> Since Muhlenberg County is a new school, credit is being granted for meeting the standard of Test 2. It is also noted that after school year 2014-15, original sports could no longer be counted as “new” sports on the T-2 form. The school also appears likely to be meeting the standard established by Test 3, but in order to continue to fully accommodate student interest, <u>the indicated interest in bowling on the 2015-16 athletic interest survey must be addressed.</u> (See detailed explanation for each of the three opportunities tests on page 2 of this report.) During the recent visit, the school’s Title IX file was reviewed. The file was found to contain annual Title IX reports for the past five years, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, game programs for fall, winter, and spring sports, facilities usage schedules for the gym, the weight training room, and the practice field shared by boys and girls soccer and football. The file also contained some guidelines for recognition of athletic accomplishments (see <i>Publicity</i>), a written designation of locker room and athletic storage space assigned each team, agendas for the Gender Equity Review Committee meetings held the past three years (see <i>KHSAA</i></p>

Accommodation of Interests and Abilities continued			<i>Recommended Action</i>), a written uniform review, rotation, and/or replacement plan, some guidelines discussing the funding of trips 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 of a well-organized Title IX file.
Equipment and Supplies	X		All uniforms reviewed during the visit were of high quality and appeared to be supplied in equitable quantities. The Title IX file contained a uniform review, rotation, and/or replacement plan based on a three-year cycle of replacement for all teams except boys and girls golf, archery, girls and boys tennis and bass fishing which are replaced annually. A mixture of responses was given during the interviews of coaches and student athletes about the implementation of this plan. <u>School officials were reminded of the need for all coaches to be knowledgeable of the uniform plan and the need to adhere to it.</u> The data submitted in the 2013-14 and 2014-15 annual Title IX reports show that the school was spending approximately \$127 per female athlete and \$170 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Information provided during the visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. The facilities usage schedules in the Title IX file indicated equitable usage of the gym, weight training rooms, and the practice field used by football and boys and girls soccer. The school also provides a large indoor hitting facility for baseball and softball. This venue is large enough and set up in such a way that both teams can use the facility at the same time. 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 school's Title IX file contained some written guidelines regarding student trips and their financing. These guidelines do not specifically address equitable provision in regard to mode of transportation or meals and lodging for student athletes. (See KHSAA recommended action.) According to the data submitted in the 2013-14 and 2014-15 annual Title IX reports, the school spent approximately \$76 per female athlete and \$99 per male athlete for travel and per diem.
Coaching	X		The school's principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is not used at this time as part of that process. The school district provided a corrected extra service pay schedule to KHSAA on October 26, 2015. A review of this document indicated equivalent pay and number of coaching positions for all "like" sports. Information submitted on the T-35 form in the 2014-15 annual Title IX report indicated that the total amount spent for coaching salaries for teams of "like" sports was comparable. Data from that same report shows that there is one coach per 10 female athletes and one coach per 10.5 male participants.
Locker Room, Practice and Competitive Facilities	X		Muhlenberg County High School is located on two campuses—West and East. All the athletic venues for varsity teams are on the West campus except the tennis courts, cross country course, and the archery shooting area. The venues for all athletic teams are very well maintained and appointed. Overall, they are rated as excellent. A written copy of the assignment of locker room and equipment storage space was found in the Title IX file. The tour of facilities revealed that the locker rooms were generally spacious and of high quality. All the locker rooms that were shared appeared to be assigned equitably. The equipment storage areas were of adequate size and were generally located in close proximity to the competitive venues. The track,

Locker Room, Practice and Competitive Facilities continued			cross country course, and baseball and softball fields all meet the requirements for eligibility to host post season competitions. There is a large, well-appointed gym on each of the two campuses. There are also lighted and well maintained softball and baseball fields on the east campus. The school has a number of excellent venues for both practice and competition that benefit all student athletes.
Medical and Training Facilities and Services	X		The recent visit revealed that the school has two large and well-equipped weight training rooms on the West campus. Weight room 1, which has a posted usage schedule, is located adjacent to the gym and is used by female athletes. This room has numerous training options that are very suitable for females. Weight room 2 is located in the football field house and is used by male athletes. This training facility contains equipment that seems to be more suitable for males. The interviews with student athletes and coaches indicated that there was limited use of these well-equipped facilities by the school's athletic teams. An athletic trainer, who is accessible daily to all athletes according to interviews, is provided through a contract with Baptist Health. Physical examinations are provided at the high school by local physicians on a designated day in April for a fee of \$10.
Publicity	X		The school currently sponsors one cheerleading squad that cheers at all home football games. They also cheer at all home boys and girls basketball games and at away games versus district opponents for both teams. The pep band performs at all home boys and girls basketball games. The dance team performs at all home football and boys and girls basketball games. A local radio station broadcasts all home and away football games and also covers 10 boys and 10 girls basketball games each year. The school produces sports programs for the fall, winter, and spring seasons. All school sponsored sports are recognized in these programs. The Title IX file contained equitable written guidelines for the posting of athletic banners in the gym. The school currently has no

Publicity continued			<p>guidelines for monitoring parity in regard to provision of awards and postseason banquets. UPON RECEIPT OF THIS REPORT, THE SCHOOL IS TO EXPAND THE WRITTEN GUIDELINES IN THIS BENEFIT CATEGORY TO INCLUDE EQUITABLE PROVISION OF ATHLETIC AWARDS AND POSTSEASON BANQUETS. Information submitted in the 2013-14 and 2014-15 annual Title IX reports indicates that the school was spending approximately \$17 per female athlete and \$29 per male athlete for awards. This spending is somewhat disproportionate. <u>It is assumed that when the school develops and implements an equitable policy regarding athletic awards and banquets, the spending will reflect parity.</u></p>
Support Services	X		<p>.The school currently has one booster club that supports both the boys and girls basketball teams. The booster club houses its funds off the school campus. The club is required to submit a monthly budget of expenditures to the school principal. The Internal Analysis Summary for the 2013-14 annual Title IX report shows that 59% of the expenditures were for female athletes who made up 51% of the participants and 41 % of the expenditures were for male athletes who made up 49% of the participants. The Internal Audit Summary for the 2014-15 annual report showed that the school was spending approximately \$628 per female athlete and \$537 per male athlete. These expenditures appear to favor the female athletes for the past two years. <u>It must be noted that accurate percentage and per athlete spending calculations are totally dependent on the accuracy of team rosters.</u></p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of	NA		

Student Athletes			
------------------	--	--	--

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

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

- constructing an indoor hitting facility;
- upgrading softball field;
- upgrading track equipment;
- providing new lockers for girls and boys basketball;
- providing new video board for volleyball and basketball;
- upgrading the shotput throwing area.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although no major deficiencies were designated in the body of this report, there were *areas of concern* cited which need to be addressed. Those include keeping proper minutes for all Gender Equity Review Committee meetings (see *KHSAA Recommended Action*), the development of equitable written guidelines for the provision of athletic awards and postseason banquets (see *Publicity*), and the development of guidelines for the provision of parity in regard to travel and per diem for student athletes (see *KHSAA Recommended Action*).

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated as a result of the October 22, 2015 Title IX school visit, the following areas of concern need to be addressed in an attempt to insure that equitable opportunities and benefits are provided.

(Accommodation of Interests and Abilities) On or before March 25, 2016, the school is to submit to the KHSAA written minutes for at least two Gender Equity Review Committee meetings held after October 22, 2015.

(Travel and Per Diem Allowances) On or before February 20, 2016, the school is to submit to KHSAA a written expansion of the current guidelines for this category that includes equitable provision in regard to mode of transportation used by student athletes and equitable provision of meals and lodging for student athletes.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

Muhlenberg County High School is a newly consolidated facility, and, therefore, has no previous deficiencies.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jerry Hancock, 501 Draper Way, Greenville, KY 42345
(270) 338-0040

District Level Title IX Coordinator: Rick Carver, 501 Draper Way, Greenville, KY 42345
(270) 543-5312

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Ashlee Miller	Softball Coach	(270) 338-0040
Tabby Davenport	Volleyball Coach	(270) 338-0040
Holly Ritchie	Student Athlete	(270) 338-0040
Holly Porter	Student Athlete	(270) 338-0040
Hunter Combs	Student Athlete	(270) 338-0040
Rick Carver	District Title IX Coordinator	(270) 543-5312
Randy DeArmond	Parent	(270) 338-0040
Jerry Hancock	Athletic Director	(270) 338-0040
Donna Bumps	Principal	(270) 338-0040

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 4:20 pm EDT.