



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

KHSAA Form T76
Rev..11/16

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|--------------------|-------------------------------------|
| School: | Murray |
| Prepared By: | Gary W. Lawson |
| Date of Re-Visit: | December 13, 2017 |
| Staff Reviewed By: | Darren Bilberry, Asst. Commissioner |
| School Year: | 2017-18 |

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 November 13, 2002 and the October 18, 2011 Title IX school visit reports rated this category *Satisfactory*. The 2002 report stated that the school was likely meeting the standard established by Test 1 for the provision of athletic opportunities. The 2011 report documented that the school was meeting the standard established by Test 3. A review of the annual reports for the past two years gives strong indication that the standards established by both Tests 1 and 3 was being met. In regards to Test 1, the 2016-17 annual report shows that the percentage of participants is within 4.59% of the percentage of female student enrollment. In regards to Test 3, both the 2015-16 and 2016-17 annual reports indicate that the student interests are being met by the athletic offerings. The T-63 form in the 2015-16 annual Title IX report shows that an 81.2 % completion rate was received on the most recent student athletic interest survey. During the most recent visit, the school’s Title IX file was examined. It was 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 Gender Equity Review Committee, current game schedules for all varsity teams, a school-generated athletic handbook for coaches, written booster club agreements, facility usage schedules for the gym and weight training rooms. (See *Scheduling of Games and Practice Times* and *KHSAA Recommended Action*.) The file also contained written regulations addressing displaying athletic banners and the provision of letters and bars (see *Publicity* and *KHSAA Recommended Action*), written designation of locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a chart showing past purchases of team uniforms (see *Equipment and Supplies* and *KHSAA Recommended Action*), written statements related to some facets of athletic travel and per diem (see *Travel and Per Diem Allowances* and *KHSAA Recommended Action*), and a copy of the Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were encouraged to continue to work toward the development of a comprehensive Title IX file with guidelines and regulations that are implemented to bring about equivalence of opportunities and benefits 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: Both the previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report stated that it seemed the uniform rotation plan was not being followed. All uniforms and equipment reviewed during the most recent visit appeared to be of high quality and supplied in equitable quantities. The school's Title IX file contained a written listing of past uniform purchases for all school-sponsored teams. There was no plan for future purchases showing equal cycles of review/replacement. Interviews with student athletes and coaches did not confirm that equitable uniform purchase cycles were being followed. (See *KHSAA Recommended Action*.) The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$210 per female athlete and \$248 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 2001 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. Facility usage schedules showing equitable access for both genders were available for the gym and the weight training rooms. There was no schedule for the indoor hitting facility that is shared by softball and baseball. (See *KHSAA Recommended Action*.) The scheduling of competitive events during the most optimal playing times was discussed with school officials who were commended for the provision of 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 | ? | |
| Equity of spending | X | |

BENEFITS REVIEW- TRAVEL AND PER DIEM: The two previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report documented the need for the school's travel guidelines to address provision of per diem. During the most recent visit, the school's Title IX file was found to contain some vague statements regarding equitable provision of meals and lodging and no guidelines in the file addressing parity of mode of transportation. (See *KHSAA Recommended Action*.) Interviews with students and coaches did not clarify concerns about equity in relation to per diem. Information in the 2015-16 and 2016-17 annual Title IX reports shows that the school was spending approximately \$125 per female athlete and \$125 per male athlete for travel and per diem. While there is no appearance of inequity revealed during this school visit, documentation of regulations for travel and per diem should be a matter of emphasis for school administrators and the Gender Equity Review Committee.

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

BENEFITS REVIEW- COACHING: The two earlier school visit reports rated this benefit category *Satisfactory*. The athletic director and principal are responsible for evaluating all head coaches. A written instrument is not currently being used as part of this process. A review of the district's current extra service pay schedule for coaches showed parity. A review of the T-35 form in the 2016-17 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports indicates relative parity. According to information provided by the athletic director during the most recent visit, the coaching ratio for female teams is 10.7 participants per coach and 10.2 participants for male teams. It was revealed that 63% (5/8) of the head coaches of girls teams and 78% (7/9) of the head coaches of boys teams are 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: Both previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report documented the lack of assigned dressing facilities for several teams. The facilities tour during the most recent visit indicated that all teams for both genders are now assigned dressing rooms which appeared to have equitable amenities. The school has an equipment storage area for all teams. The size of the area assigned seemed to be appropriate for the number of team participants. The areas also appeared to be assigned equitably in regard to proximity to the teams' practice/playing venues. These facilities are consistently of excellent quality, well-maintained, and offer equitable amenities for teams of "like" sports.

| 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 two previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report indicated that usage schedules were not posted at the weight training facilities. The school currently has five weight training facilities: (1) **football fieldhouse** used by the football and boys and girls track teams); (2) **arts building** at the middle school that is used by the baseball team; (3) **main gym**-women's weight room used by girls soccer, softball, volleyball, girls golf, girls basketball, girls tennis, girls cross country, and girls archery; (4) **main gym**—men's weight room used by boys soccer, boys golf, boys basketball, boys tennis, boys cross country, and boys archery; (5) **Hospital Wellness Center** training room used by boys and girls swimming. All five of these venues have equitable usage schedules in the Title IX file and posted at the facilities. All the weight rooms offer numerous training options that are suitable for use by female athletes. All student athletes have equitable and daily access to an athletic trainer that is employed by the school district. Free physical examinations are offered by the Murray-Calloway County Hospital to all student athletes on two designated days each year.

| 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 2002 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The school currently has one cheerleading squad which is assigned to cheer at all home and away regular season football games and boys' and girls' basketball games. The full school band plays at all home football games. The pep band plays at all home boys and girls basketball games. A local radio station broadcasts all home and away football games and boys' and girls' basketball games. The most recent visit revealed that the Title IX file contained equitable guidelines addressing the posting of athletic recognition banners, the provision of letters, bars, and letter jackets and the criteria for induction into the school's athletic hall of fame. There were no regulations addressing the equitable provision of awards and post season banquets. Interviews with student athletes did not offer evidence that there was equivalence in regard to athletic awards and post season banquets. (See *KHSAA Recommended Action*.) The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$48 per female athlete and \$43 per male athlete for awards.

| 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: This benefit category was rated *Satisfactory* by both previous Title IX school visit reports. The school currently has exclusive coaching offices for three teams—boys basketball, girls basketball, and football. There are three athletic booster clubs that support school teams—one for baseball, one for softball, and another one that supports all other school-sponsored teams. All three booster clubs place their funds in accounts off the school campus. The Title IX file had signed agreements with all three booster clubs, but the agreement had no stipulations for the oversight/approval of booster expenditures. It was strongly recommended to school officials that they develop and implement a procedure for administrative oversight of booster expenditures to insure parity. The 2015-16 annual Title IX report shows that 40.44% of the school athletic expenditures were for females who made up 45.5% of the participant and 59.56% of expenditures were for male athletes who made up 54.5% of the participants. This means that approximately \$522 was spent per female athlete and \$642 was spent per male athlete resulting in an advantage of \$120 per male. This spending appears to be within generally accepted parameters for provision of parity on a percentage basis, but is slightly outside of those parameters on a per-athlete basis. The internal analysis summary in the 2016-17 annual Title IX report indicated that spending was within the accepted parameters for the provision of parity on both a percentage and per-athlete basis. This report showed that the school was spending approximately \$545 per female athlete and \$622 per male athlete for total support.

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 designated as a result of the 12/13/17 Title IX school visit. | NA | NA |
| | | |

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 designated as a result of the 11/18/11 Title IX school visit. | NA | NA |
| | | |

OTHER ACTIONS NECESSITATED BY THIS VISIT

| Action | Due Date |
|---|---------------------------------------|
| (Equipment and Supplies) The school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan which shows full cycles of replacement for <u>all</u> school-sponsored teams. This plan is to be signed by all head coaches, the athletic director, and principal. | On or before <u>February 20, 2018</u> |
| (Scheduling of Games and Practice Times) The school is to submit to KHSAA a written usage schedule showing equitable access to the indoor hitting facility shared by softball and baseball. | On or before <u>February 20, 2018</u> |
| (Travel and Per Diem Allowances) The school is to submit to KHSAA written regulations addressing equitable provision of benefits for student athletes in regard to meals and lodging (per diem) and mode of transportation. This document is to be signed by the principal, athletic director, and all head coaches. | On or before <u>February 20, 2018</u> |
| (Publicity) The school is to submit to KHSAA an expansion of the current guidelines in this benefit category to include procedures for equitable provision of awards and post-season banquets for student athletes. | On or before <u>February 20, 2018</u> |

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

| Name | Title |
|-----------------|------------------------------------|
| Gary W. Lawson | KHSAA |
| Victor Hudspeth | Title IX |
| Katie Davies | Title IX |
| Kathy Johnston | KHSAA |
| Wyatt Foust | Coach |
| Shauna Traylor | Coach |
| Teresa Speed | Principal |
| Jim Baurer | Athletic Director |
| Amy McDowell | Coach |
| Huong Kelly | Parent/President- MHS Booster Club |
| Dior Curtis | Coach |

OTHER GENERAL OBSERVATIONS

No one from the community attended the Public Comments session. School officials were commended for their preparation for the school visit. The meeting was adjourned at 3:20 pm CST.