



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

*KHSAA Form T76
Rev..11/16*

School:	North Bullitt High School
Prepared By:	Barbara Kok
Date of Re-Visit:	November 9, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2023-2024

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality	X
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	X
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: According to the data and information submitted, it appears North Bullitt High School has met the Standard for Test 1 and Test 3 for the provision of athletic opportunities in both 2021-22 and 2022-23. The school offers 19 sport levels for males and 19 sport levels for females. The most recent Student Interest survey was administered April 2022 with a return rate of 72.5%. The Athletic Director was reminded the Student Interest Survey is to be administered again for the 2023-24 school year. At that time any significant interest expressed in new sport activities is to be evaluated.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement policy	X	
Status of uniforms and equipment	X	
Equity of spending	X	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: A written uniform guideline indicated a two-three-year review/replacement for most teams with like sports on the same cycle. Golf, tennis, swimming, archery and bowling are replaced annually and the athletes retain possession at the end of the season. All uniforms are purchased and funded through school accounts. The uniforms viewed were of high quality and comparable in quantity for like sports. All other equipment viewed appeared to be well-maintained and suitable for their individual sport. Overall spending for two- year average is \$118 per male and \$97 per female athlete.

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: Game schedules viewed appeared to be equitable in number of competitive events for “like sports”. Included in the Title IX file was a schedule for the shared facilities (turf football field, main gym, auxiliary gym (CCR), weight room, indoor hitting facility) indicating priority for usage is given to the team that is in season and provides for equity to all teams. Interviews with the soccer coach indicated sharing the turf field with the football team was no problem. The Athletic Director uses “Event -Link” to monitor and develop schedules for the shared facilities. Coaches have access to the program and make request for time in the shared facilities.

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 Travel guidelines that include procedure and cost relative to travel but did not include specifics relative to mode of transportation and overnight housing. All sports teams are transported by parents with the exception of the football team which uses common carrier (Miller Transport). This expenditure should be reported on the T-35 in the travel column. Guidelines pertaining to provision of housing stated four athletes to a room but no other specifications.

See Actions Necessitated by Visit

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

BENEFITS REVIEW- COACHING: In the 2022-23 Annual Report zeros were posted in the column for coaching salaries. Interviews with the Athletic Director indicated this was an error and provided the current Board approved salary schedule. The North Bullitt extra service pay schedule viewed in the Title IX file appeared to be equitable in compensation and number of coaching positions for all teams. There are 5 out of 13 head coaches for female athletes on campus and 8 out of 13 head coaches for male athletes are on campus. The ratio for coach to athlete was 1:8 for females and 1:11 for males. Interviews with athletic director indicated a written instrument was used to evaluate head coaches at the end of their season. Included in the Title IX file was an Athletic department handbook for coaches, parents, and athletes that outlined the schools' athletic policies, guidelines and expectations.

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: There was written evidence of locker room assignments for all on campus teams. Golf, swimming, and bowling have access to locker room facilities at their off-campus venues. Boys basketball, girls' basketball, and baseball have locker room exclusive for their teams. Amenities for all locker rooms are comparable. On campus competitive venues include turf football field, shared with boys' and girls' soccer, new 8 lane track, girls' and boys' basketball, volleyball, archery, wrestling, cross country, tennis.

Softball and baseball. All facilities are well-maintained with like amenities-**exception baseball and softball.** There was written evidence of assigned storage for all teams.

The softball field appeared to be poorly maintained with a small score board, no restroom in close proximity, no wind screen, grass covered sandy in field, chain link backstop and no tarp to cover. The baseball field was well maintained with brick dust pitching mound, turf home plate, wind screen, brick and net back stop, score board inning by inning, dugouts painted with logo/school name, irrigation, signage and banners. Baseball has a locker room attached to the indoor hitting facility that is in close proximity to their field. Although designated a shared facility, signage says baseball and the facility appears to be a baseball domain. The condition of the softball venue in comparison to the baseball amenities creates the appearance of a major disparity. **Due to the condition of the softball field and no definite plans and time line for improvements, this category has been deemed deficient.** Discussion with the Athletic Director and Principal indicated money is available to improve the softball facility but they are prohibited by Bullitt County Board of Education to proceed.

Golf-Heritage Hills Golf course
Swimming-University of Louisville Aquatics
Bowling-KenBowl (Fairdale)

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 weight room located in the Football building that is easily accessible to all athletes. A schedule for usage is posted and appears to provide equitable times for all teams. Equipment appears to be appropriate for female athletes.

North Bullitt has the services of an athletic trainer contracted through University of Louisville Health that is on campus every afternoon. The training room is centrally located and appeared to be accessible to all athletes. Contact information and a schedule should be posted on site.

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: North Bullitt has one cheer squad that attends all home and district football, girls' and boys' basketball games. To ensure equity, the Athletic Director monitors attendance of the cheerleaders, dance team, and band for all teams.

Written guidelines for recognition/display addressed banners in the gym, letters and bars, and criteria for the school Hall of Fame. Criteria for banners in the gym recognizing individual achievements was not included in the guidelines. Coaches and athletes interviewed indicated all athletic teams did have post season banquets.

Overall spending for a two-year period is approximately \$12 for males and \$10 for females.

See Actions Necessitated by Visit

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: There is a disparity in the assignment of available office space. Three male sports coaches have sole possession of an office with no other sports team provided a working office area. Discussion with the Administration indicated a separate room near the front office is available for off campus coaches to work or meet privately with an athlete if needed. The Athletic Director should evaluate the current assigned office space and determine if additional office space for all teams can be provided.

See Actions Necessitated by Visit

North Bullitt High School has one Booster Club. All fundraising monies are deposited in the school with each team having an individual account. Procedure for fundraising and expenditures involve a P.O. and approval by the Principal and Athletic Director thus providing for administrative oversight. Coaches interviewed indicated they were aware of the process. Spending for a two-year period falls within acceptable parameters on both a percentage and per athlete basis.

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
Disparity between the softball and baseball facility not limited to condition of field, location of locker area, general aesthetics.	Please submit a copy of the future plans for improvement of the softball facility. Include a start date and anticipated completion.	Submit to KHSAA by January 31, 2023.

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

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
Travel and per diem: Upon receipt of this report please submit to the KHSAA a guideline that includes guidelines and parameters for overnight housing (i.e., type of motel, free breakfast, inside corridors, monetary range) that ensures equity for all teams.	January 31, 2024 Place expand guidelines in the Title IX file
Publicity: Upon receipt of this report expand the Awards guideline for banners to include individual achievements.	Not for submission
Medical and training services: Upon receipt of this report, include an Emergency Action Plan for KenBowl and Heritage Hills golf course in the Title IX file and post on site.	Not for submission.
Support Services: Upon receipt of this report provide a listing of offices for ALL coaches of all teams showing <u>equitable</u> assignment.	January 31, 2024 Place list of assigned offices in the title IX file.

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Taylor McKnight	Student Athlete
Brayden Lueke	Student Athlete
Emily Knight	Bowling Coach
Kristi Lynch	Principal
Casey Bannon	Asst. Athletic Director
Ronnie Bryson	Athletic Director
Pam McKnight	Treasurer
Amber Mink	Girls' Soccer Coach
Brian Wise	Asst. Athletic Director Baseball Coach
Jeff Marksberry	KHSAA
Barbara Kok	KHSAA

OTHER GENERAL OBSERVATIONS

North Bullitt was well prepared for the visit. The Title IX file was well organized and complete. The school is to be commended for their commitment to continuously increasing the number of female athletes. The student athletes interviewed expressed great pride in their school and all it offers. The Athletic Director and Administration were receptive to comments regarding the disparity between baseball and softball venues.

There was written evidence of comprehensive Emergency Action Plans for all athletic venues. *The Emergency Action Plan for the Heritage Hills golf course and KenBowl need to be included in the Title IX file and rehearsed by the respective coaches.*

AEDs are available in Main office, Cafeteria, Auxiliary gym (CCR), Football concession. The trainer is in possession of a portable AED at all times.

No attended the public forum. Audit team left the school 3:10.