



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

KHSAA Form T76  
Rev..11/16

School:	South Laurel
Prepared By:	Gary W. Lawson
Date of Re-Visit:	January 24, 2023
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2022-23

**ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:**

<b>OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)</b>	<b>Completed</b>
<b>Test One</b> – Substantial Proportionality <span style="float: right;"><b>SATISFACTORY</b></span>	
<b>Test Two</b> – History of Continuing Practice of Program Expansion	
<b>Test Three</b> – Full and Effective Accommodation of Interest and Abilities <span style="float: right;">N A covid 19</span>	
<b>Analysis Form Review</b>	<b>X</b>

**ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES:** The February 8, 2007 and the October 30, 2014 Title IX school visit reports rated this accommodation of student interests and abilities *SATISFACTORY*. In 2007, the data submitted indicated that the school was meeting the standards established by all three tests for the provision of opportunities. In 2014, the information submitted, including the steps being taken to pursue the validity of the indicated interest in bowling, gave strong evidence that the standard of Test 3 was being met. A review of the annual Title IX reports for the last two years show that this school is currently meeting the standard established by Test 1 for the provision of athletic opportunities. The 2021-22 annual Title IX report shows that females were 50.3% of the athletic participants, and they were 48% of the school's enrollment. Test 3 has not been assessed for the past two years due to covid 19. In 2020-21, an 86.5% completion rate was received on the student athletic interest survey, and in 2021-22, the completion rate was 70,6%. The T-3 form in the 2021-22 report has some evidence that the indicated athletic interests are being pursued for validity. School officials were encouraged to complete the steps for meeting Test 3 before submittal of the next annual Title IX report. During the most recent visit, the school's 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, recent varsity game schedules for all varsity teams, media guides covering all fall, winter, and spring sports, a school-generated athletic handbook, booster club agreements, facility usage schedules for all venues that are shared per gender, guidelines regarding the equitable provision of awards and recognition for athletic accomplishments, written designation of the 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 uniform review, rotation, and/or replacement plan, and regulations addressing the equitable provision of travel and per diem. School officials were commended for the development and maintenance of a comprehensive and well-organized Title IX file.

### 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 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. All the uniforms viewed during the most recent visit were of high quality and seemed to be supplied in equitable quantities. The school has a uniform review, rotation, and/or replacement plan which shows equitable replacement cycles for all “like” sports. Interviews with student athletes and coaches indicated knowledge of the plan, but it was difficult to ascertain if there was total adherence to it. The 2020-21 and 2021-22 annual Title IX reports show that \$204 per male athlete and \$150 per female athlete was spent 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 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report requested that an equitable usage schedule for the indoor hitting facility be posted at that venue. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. The school currently has four venues that are shared per gender for practices. They are the indoor batting cage, gym, and two weight training rooms. An equitable usage schedule for each of these facilities was provided. Interviews with student athletes seemed to confirm equitable access. 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.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>TRAVEL AND PER DIEM</b>	<b>X</b>	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Mode of transportation	<b>X</b>	
Provision for meals and housing	<b>X</b>	
Equity of spending	<b>X</b>	

**BENEFITS REVIEW- TRAVEL AND PER DIEM:** The two previous Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report documented that regulations in this category did not address the equitable provision of meals and lodging for student athletes. Regulations addressing equitable provision of mode of transportation, and meals and lodging for student athletes were a part of the Title IX file. It was suggested that the GERC review these regulations for possible updating. The 2020-21 and 2021-22 annual Title IX reports show that the school was spending \$112 per male athlete and \$163 per female athlete for travel and per diem.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>COACHING</b>	<b>X</b>	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Compensation	<b>X</b>	
Accessibility	<b>X</b>	
Competence	<b>X</b>	

**BENEFITS REVIEW- COACHING:** The 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. Information gathered during the most recent visit revealed that the principal and athletic director are responsible for evaluating all coaches. This process is documented by using a written instrument. A review of the district's extra service pay schedule showed parity. The T-35 form in the 2021-22 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports were comparable. Evidence provided during this visit indicated the coaching ratio for female athletes was 8 participants per coach, and the ratio for male athletes was 7 participants per coach. Other data showed that 44.5% (4/9) of the head coaches of girls teams and 44.5% (4/9) of the head coaches of boys teams are on-campus employees.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

**BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES:** The 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. It should be noted that the school is currently involved in a large renovation project which is impacting several of the dressing facilities. All the practice and competitive facilities are well maintained and appeared to have similar amenities for “like” teams. The tour of facilities during the most recent visit showed that four exclusive dressing rooms are available for four female teams and for four male teams. Other teams share dressing areas. The shared facilities seem to be assigned with equity as a priority. The current dressing rooms assigned to boys and girls cross country, boys and girls track, and boys tennis should be evaluated by the Gender Equity Review Committee. The dressing areas assigned for these teams are two large venues that are used as public restrooms during the football season. During this visit, it appeared that the amenities at these facilities are not comparable to other dressing areas and may lack appropriate safety and security. (See *KHSAA Recommended Action*.) The school has equipment storage space for all teams. These areas appear to be assigned according to the size of the teams and the proximity to practice and competitive venues.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>MEDICAL AND TRAINING FACILITIES AND SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
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 school currently has two weight training rooms. Weight room 1 is a large, very well-equipped facility located in the football fieldhouse. Weight room 2 is a smaller, well-equipped venue adjacent to the gym. Equitable usage schedules for both weight rooms were in the Title IX file and also posted at both venues. Both facilities offered numerous training options that are suitable for female athletes. Interviews with student athletes confirmed equitable access for both training areas. An athletic training is available daily on an equitable basis through a contract with Bluegrass Orthopedics. Student athletes are responsible for getting their own physical examinations.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>PUBLICITY</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Support group assignments	X	
Written regulation for recognition	X	
Equity of spending	X	

**BENEFITS REVIEW- PUBLICITY:** Both the 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. The 2014 report requested that the regulations in this area be expanded to include equitable provision of post-season banquets. The school currently has one varsity cheerleading squad that is assigned to cheer at all home football games and at away games versus in-county opponents. The squad also cheers at all home boys and girls basketball games and at away games versus district opponents as well as those in Laurel County. The full band performs at all home football games. The pep band plays at home boys and girls basketball games with district and in-county opponents. The school now has regulations addressing parity in the process of retiring jerseys, posting banners for athletic recognition, and the provision of athletic awards and post-season banquets. The 2020-21 and 2021-22 annual Title IX reports show that \$11 per male athlete and \$42 per female athlete was spent for awards and recognition. These expenditures seem to significantly favor female participants.

<b>BENEFIT</b>	<b>Satisfactory</b>	<b>Deficient</b>
<b>SUPPORT SERVICES</b>	X	
<b>INDIVIDUAL COMPONENTS</b>	<b>Acceptable</b>	<b>Needs Improvement</b>
Office access	X	
Booster Support	X	
Overall spending for athletic support	X	

**BENEFITS REVIEW- SUPPORT SERVICES:** The 2007 and 2014 Title IX school visit reports rated this benefit category *SATISFACTORY*. At the time of both reports, total athletic expenditures appeared to be comparable per gender. The tour of facilities during the most recent visit revealed that exclusive offices are provided for girls' basketball, boys basketball, softball, baseball, volleyball, and football. According to administrators, the school has active booster clubs supporting softball, volleyball, boys and girls golf, boys and girls' soccer, boys' basketball, and football. All these clubs house their funds outside of school accounts. It could not be confirmed during this visit if there was a mechanism in place for administrative oversight of booster expenditures. An analysis of total spending for the past two years shows that in 2020-21 these expenditures slightly favored females (approximately \$831 per female and \$724 per male athlete). In 2021-22, total spending favored males (approximately \$697 per male and \$499 per female athlete). When this spending is averaged over the two-year period of this evaluation, total spending (approximately \$665 per female athlete and \$711 per male athlete) is within generally accepted parameters for parity at 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 January 24, 2023 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 30, 2014 Title IX school visit report.		

**OTHER ACTIONS NECESSITATED BY THIS VISIT**

Action	Due Date
<b>(Locker Rooms, Practice, and Competitive Facilities)</b> The school is to submit to KHSAA minutes from the Gender Equity Review Committee meeting addressing the feasibility of reassignment of dressing rooms in order to better accommodate boys and girls cross country, boys and girls track, and boys tennis teams. If a new assignment plan is developed, it should be documented on the T-60 form in the April 30, 2023 annual Title IX report.	On or before <u>April 15, 2023</u>

**PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING**

Name	Title
Gary W. Lawson	KHSAA
Barbara Kok	KHSAA
Emily Cox	Student Athlete
Hunter Bundy	Student Athlete
Jeremy Kidd	Principal
Jep Irwin	Athletic Director
Tharon Hurley	Asst. Supt. Title IX
Shelley Nunley	Volleyball Coach
Chris Souder	Girls Basketball
Allen Mitchell	Boys Track/Football
Brittany Lewis	Assistant Principal
Jordan Mabe	Student Athlete
Addison Baker	Student Athlete

**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 was comprehensive and venue-specific as required by the statute.

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 (1) inside the school's front kiosk, (2) in the gym, (3) in nurse's office, (4) in the lobby of the football stadium, (5) in the baseball press box, (6) in the softball press box, and (7) a portable AED transported by the athletic trainer.

No one from the community attended the Public Comments session that was advertised on the school's website and posted on the entry doors of the school. The athletic director was highly commended for his thorough preparation for this school visit. The meeting was adjourned at 3:15 EST.