



# Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 ° www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

## MEMORANDUM

To: Superintendent, Principal, and Athletic Director  
Fern Creek High School

From: Brigid L. DeVries, Commissioner  
Larry Boucher, Assistant Commissioner *LB*

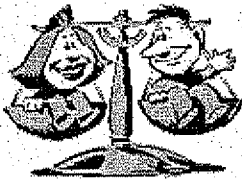
Date: June 10, 2004

Subject: 2003-2004 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, The 2003-2004 Title IX Annual Report Forms Checklist. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2003-2004 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies and all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

Should you need any further information, please do not hesitate to call anytime.



**MEMORANDUM**

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

FROM: Brigid L. DeVries, Commissioner  
Larry Boucher, Assistant Commissioner

DATE: June 9, 2004

RE: 2004 Title IX Forms Submission

School	Fern Creek High School	Reviewed by	Phyllis Catlett
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The following is a status report regarding the required 2003 - 2004 Title IX submission of forms due in to the KHSAA office by April 15, 2004. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

I. Checklist of Forms properly submitted in a satisfactory manner:

✓	GE 19 (Annual Verification)	✓	T-36 (Budget Expenses)
✓	T-1 (Summary Program Chart 1)	✓	T-41 (Checklist – Overall Interscholastic Program)
✓	T-2 (Summary Program Chart 2)	✓	T-60 (Corrective Action Plan)
✓	T-3 (Summary Program Chart 3)	✓	T-63 (Interscholastic Survey Results)
✓	T-4 (Summary Program Chart 4)	✓	T-68 (Five Year Summary)
✓	T-35 (Budget Expenses)		

II. Status

A.	✓	2003 – 2004 Forms are satisfactory and no further information or action is necessary at this time.
B.		Errors have been noted with respect to the following forms:
C.		The following forms were omitted and must be submitted by school representatives:
D.	✓	<p>Other Recommendation and Comments:</p> <ul style="list-style-type: none"> <li>▪ It is suggested that students in grade 12 not be surveyed. Students in grades 9-11 should participate in the Student Survey.</li> <li>▪ According to the data provided by the school regarding expenditures, the school spends approximately \$410 per athlete more on the boys' program than the girls' program. This is a major discrepancy and should be reviewed by the school administration and the Gender Equity Review Committee. This should also be addressed on any future Corrective Action Plans until it is corrected.</li> <li>▪ The school needs to finalize and move forward in correcting the deficiency concerning locker room space for female athletes.</li> </ul>



**2003-2004 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
ANNUAL VERIFICATION OF TITLE IX PROCEDURES  
(To be submitted by April 15, 2004 along with other required forms)**

APR 12 2004

The Fern Creek Traditional High School, Louisville, Kentucky  
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX)

**I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)**

Established a gender equity committee at the high school. (list committee personnel and provide attachment if necessary)

Name	Address	Phone	Title
<u>Ted Boehm</u>	<u>2509 Hayward</u>	<u>502.485.8435</u>	<u>Assistant Principal</u>
<u>Gayle Wheat</u>		<u>749.1582</u>	<u>Parent</u>
<u>Diane Polley</u>	<u>9218 Fairground Road</u>	<u>502.239.0034</u>	<u>Teacher/ Coach</u>
<u>Allison Johnson</u>	<u>11304 Woodsong Court</u>	<u>502.267.5106</u>	<u>Student</u>
<u>Pat Padron</u>	<u>3414 Bonaventure Blvd.</u>	<u>502.968.3898</u>	<u>Coach/Parent</u>
<u>Troy Johnson</u>	<u>10209 Thixton Lane</u>	<u>502.553.0477</u>	<u>Coach</u>
<u>Brandon Franklin</u>	<u>10301 Marydell Lane</u>	<u>502.485.8251</u>	<u>Student</u>

Scheduled a minimum of three meetings during the 2003-2004 school year on the following dates:

- November 19, 2003
- February 2004
- May 2004

Designated the following person(s) as the Title IX coordinator for the school:

Name	Title	Address	Phone
<u>Tim Amshoff, RAA</u>	<u>Activities/Athletics Director</u>	<u>195 Aulbern Dr East</u>	<u>502.538.4951</u>

School personnel are continuing to make periodic reviews of the boys and girls athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

Steve P. Casella  
Principal's Signature

March 25 2004  
Date

Stephen Baerlein  
Superintendent Signature

Joseph L. Hardisty  
School Board Chairpersons' Signature

(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)

2003-2004  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 1**

KHSA  
 Form T1  
 Rev. 8/03

**Participation Opportunities Test One**

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	574	50.8%	228	35%
Row 2	BOYS	557	49.2%	429	65%
Row 3	Totals	1131	100%	657	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 12

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first **date of competition**, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. \* In addition, should 8<sup>th</sup> grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk the above notation as to how many 8<sup>th</sup> grade students & below are included in the totals. Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: \_\_\_\_\_

*J. P. Castillo*

Date: 4/7/04

**2003-2004**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 2**

KHSA  
Form T  
Rev. 8/0

**Participation Opportunities Test Two**

			Column 1	Column 2	Column 3	Column 4	Column 5
Program			Number of Teams Currently Offered	Number of Participants	Number of Teams Added in Last Five Years	Number of Participants Added in Last Five Years	Percent of Total Participation By Sex Added in Last 5 Years
<b>GIRLS</b>	Row 1	varsity:	10	183	3	25	
	Row 2	j.v.:	3	30		N/A	
	Row 3	frosh:	2	15	1	10	
	Row 4	total:	14	228	4	35	15.6%
<b>BOYS</b>	Row 5	varsity:	10	267	1	5	
	Row 6	j.v.:	4	80	1	10	
	Row 7	frosh:	3	82	2	20	
	Row 8	total:	17	429	4	35	8.2%

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. **CAUTION:** 25% is not a formal compliance standard.

Principal's Signature:  Date: 4/7/04

2003-2004  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 3**

KHSAA  
 Form T3  
 Rev. 8/03

Participation Opportunities Test Three

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. For a sport not currently played at the interscholastic level (varsity, junior varsity, or freshman) in your school, is there an intramural team offered for that sport?	No		No
2. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams?	No		No
3. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on student responses from the interscholastic survey?	No		No
4. For a sport currently offered at the varsity level only, is there sufficient interest to form a viable team for a junior varsity, or freshman team that is not currently offered?	No		No
5. For a sport currently offered at the junior varsity or freshman level is there sufficient interest to form a varsity team not currently offered?	No		No
6. If you answered YES to question (1), (2), (3), (4), or (5), are there enough high schools in your geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No

Principal's Signature: \_\_\_\_\_

*J. P. Carillo*

Date: 4/7/04

**2003-2004**  
**ACCOMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 4**

**Levels of Competition Test One**

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	10	183	80.3%
Row 2	j.v.:	3	30	13.2%
Row 3	frosh:	2	15	6.5%
Row 4	total:		228	100%
Boys				
Row 5	varsity:	10	267	63%
Row 6	j.v.:	4	80	18%
Row 7	frosh:	3	82	19%
Row 8	total:		429	100%

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.  
For girls' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1.
  - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
  - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
  -
 For boys' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
  - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
  - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: *John J. Casill* Date: 4/7/04

2003-2004

**BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART  
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment)		facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E	B	E	B	E	B	E
G basketball	N/A	1692.35	2000	2125	N/A	519	12904	5082	1000	750	N/A	25
B basketball	N/A	1900.00	2000	2500	N/A	725	12904	11537	1000	650	N/A	25
G softball	N/A	1800.00	2000	1500	N/A	480	2978	2978	3000	3519.00	N/A	25
B baseball	N/A	1700.00	2000	1800	N/A	310.00	2978	2978	3000	4871.00	N/A	25
G cross country	N/A	80	N/A	N/A	N/A	62	2481	1527	N/A	N/A	N/A	25
B cross country	N/A	80.00	N/A	N/A	N/A	59	2481	2481	N/A	N/A	N/A	25
G golf	N/A	75	N/A	N/A	N/A	29	1985	1000	N/A	N/A	N/A	25
B golf	N/A	75	N/A	N/A	N/A	29	1985	1603	N/A	N/A	N/A	25
G soccer	N/A	450	1350	850	N/A	215	3970	2828	1000	1200	N/A	25
B soccer	N/A	450	1350	1200	N/A	182	3970	3397	1000	1200	N/A	25
G swimming	N/A	900	275	250	N/A	35	1985	1985	N/A	N/A	N/A	25
B swimming	N/A	900	275	250	N/A	35	1985	1985	N/A	N/A	N/A	25

1. Budget and expenditures on this 2003-2004 year report due by April 15, 2004, should reflect the total monies budgeted and spent for the entire year of 2002-2003 ending June 30, 2003.

2. "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.

3. Booster Club Funding/Contributions must be included in the expenditures total.

4. Indicate percentage of total expenditures for each gender: Total Expenditures \$ 75,728.35 % for boys 58% % for girls 42%

Principal's Signature: Joe Casillo Date: 4/7/04



2003-2004

KHSAA  
Form T36  
REV. 8/03

**BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2  
TO INCLUDE BOOSTER CLUB FUNDING**

Teams	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment)		facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E	B	E	B	E	B	E
G track	N/A	100	700	450	N/A	50	3048	3048	N/A	N/A	N/A	25
B track	N/A	100	700	450	N/A	50	2748	2748	N/A	N/A	N/A	25
G tennis	100	100	N/A	N/A	N/A	40	2481	2004	N/A	N/A	N/A	0
B tennis	100	100	N/A	N/A	N/A	40	2481	1527	N/A	N/A	N/A	0
G volleyball	275	450	1300	1900	N/A	210	4963	4963	1000	350	N/A	25
B wrestling	100	300	1000	750	N/A	200	4963	4963	400	400	N/A	25
G (list sport)	N/A	N/A	N/A	N/A	N/A	N/A	Per JCPS	N/A	N/A	N/A	N/A	0
B (football)	3500	4900	4000	4500	N/A	700	11767	15921	6000	180500	N/A	25
G (list sport)												
B (list sport)												

1. Budget and expenditures on this 2003-2004 year report due by April 15, 2004, should reflect the total monies budgeted and spent for the entire year of 2002-2003 ending June 30, 2003.

2. "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.

3. Booster Club Funding/Contributions must be included in the expenditures total.

4. Indicate percentage of total expenditures for each gender: Total Expenditures \$ 231,939 % for boys 94. % for girls 6%

Principal's Signature: [Signature] Date: 4-7-2004

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## 2003-2004 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA  
Form T41  
Rev. 8/03

### Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO (Respond based on Internal Evaluation by checking the appropriate column.)		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities		X	
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships			X
Tutoring			X
Housing and Dining Facilities and Services			X
Recruitment of Student Athletes			X

Principal's  
Signature: \_\_\_\_\_

J. J. Castillo

Date: 4/7/04

SCHOOL NAME

2003-2004

TITLE IX

**CORRECTIVE ACTION PLAN**

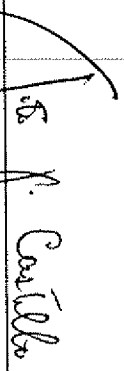
Fern Creek High School

To complete this form, indicate the intended area which needs corrective action, the suggested change and time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2004.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
Locker Room Deficiency (girls)	Report to school system to construct facility to make all items equal.	Funding from district is necessary.
Locker Availability	Report to school district to equal facility availability.	Funding from district is necessary.
Number of Female Participants	Increase motivation of females for participation work with school districts central office to increase female population.	Ongoing.

For all areas currently identified as items for correction, an intended corrective action explanation is needed. THIS FORM SHALL BE TYPED.

Principal's  
Signature:



Date: 4/7/04

**2003-2004 INTERSCHOLASTIC ATHLETICS SURVEY**  
Summary of Student Responses

<b>School Name</b>	Fern Creek Traditional High School
<b>School Enrollment</b>	1,131
<b>Date</b>	4/7/04
<b>Completed By</b>	Tim Amshoff, ATCRAA

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date the Summary Form (T-63) and mail the Summary Form only to the KHSAA by April 15, 2004. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

1131 Number of Surveys

945 Total Returned (*A minimum of 80% return is expected*) *& 81%*

9-12 Grades Surveyed

How Was The Survey Administered? **All second period classes.**

(e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)

Fall Sports (List Total Number of Participation Responses)

43\_ Cross Country (Girls)

20\_ Cross Country (Boys)

50\_ Field Hockey (Girls)

240\_ Football (Boys)

4\_ Golf (Girls)

21\_ Golf (Boys)

80\_ Soccer (Girls)

45\_ Soccer (Boys)

110\_ Volleyball (Girls)

17\_ Volleyball (Boys)

Winter Sport (List Total Number of Participation Responses)

90\_ Basketball (Girls)

175\_ Basketball (Boys)

50\_ Gymnastics (Girls)

30\_ Indoor Track (Girls)

30\_ Indoor Track (Boys)

25\_ Swimming & Diving (Girls)

29\_ Swimming & Diving (Boys)

72\_ Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

- 83\_ Baseball (Boys)
- 46\_ Fast Pitch Softball (Girls)
- 39\_ Slow Pitch Softball (Girls)
- 60\_ Tennis (Girls)
- 60\_ Tennis (Boys)
- 63\_ Track (Girls)
- 40\_ Track (Boys)

Other Sports (From Student Survey T-61 Question 10)

Name of Sport	Number of Students Interested In Participating
boxing_____	4_____
lacrosse_____	9_____
boys volleyball_____	15_____
power lifting_____	26_____
field hockey_____	39_____

Number of Students who participate in Intramural Sports.  
(From Student Survey T-61 Question 5)

<u>Sport</u>	<u>Number</u>
Powder puff_____	70_____
bowling_____	15_____

List Intramural Sports students are interested in adding:  
(From Student Survey T-61 Question 6)

<u>Sport</u>	<u>Number</u>
Volleyball_____	_____
Flag Football_____	_____
basketball_____	_____
lacrosse_____	_____

Participation in Non-School Sports Activities  
(From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
Cheer, scuba diving, cycling, basketball, dance, gym, gymnastics, softball, karate_____	_____

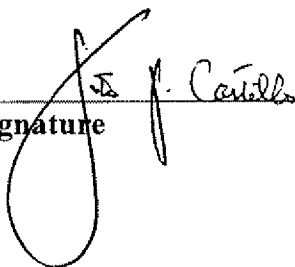
Reasons for not participating in interscholastic athletics.  
(From Survey Question 8)

Response	Number
54_ I prefer other activities such as band, chorus, etc.	
150_ I don't have time	
35_ The practice schedules and game times are inconvenient	
30_ The sport I like isn't offered	
17_ It's too expensive	
24_ I prefer to participate in club or intramural sports	
111 Working	
160_ Other	

Student Suggestions to encourage participation

\*what is good \*motivate females for more participation \*pride \*spirit

\*more pep rallys \*more announcements

Principal's Signature 

April 7, 2004\_  
Date