



# 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  
Seneca High School

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

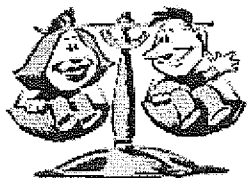
Date: June 15, 2004

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 15, 2004

**RE:** 2004 Title IX Forms Submission

<b>School</b>	Seneca High School	<b>Reviewed by</b>	Gary W. Lawson
---------------	--------------------	--------------------	----------------

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>▪ All calculations appear to be correct.</li> <li>▪ By virtue of the fact that the school offers all sanctioned KHSAA sports for girls, it would be given credit for meeting the standards established in Test # 3 for Participation Opportunities.</li> <li>▪ School personnel are reminded that any area that you designate as an advantage to the boys' program on Form T-41 should be addressed by a Corrective Action on Form T-60 (i.e. equipment and supplies).</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 SENECA H.S 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 (502)	Title
SCOTT GREENWALD	3510 GOLDSMITH LN	485 8876	ATHLETIC DIRECTOR
John Locke	" " " " " "	485 8323	PRINCIPAL
Bob Johnson	" " " " " "	" " " "	FP SOFTBALL COACH
TONY BRANCH	" " " " " "	" " " "	Boys Basketball Coach
MARY GRACE FELTHAM	" " " " " "	" " " "	COUNSELOR
KATIE DUBOY/ANDY CLARK			STUDENTS
GREG STENGEL/JULIE WACHAL			PARENTS

Scheduled a minimum of three meetings during the 2003-2004 school year on the following dates:  
10/30/03 FALL REVIEW  
1/22/04 WINTER REVIEW  
4/8/04 SPRING REVIEW

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

SCOTT GREENWALD, CAA ATHLETIC DIRECTOR 3510 GOLDSMITH 502 485-8876  
 Name Title Address Louisville Phone  
 40220

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.

John D. Locke 3/24 20 04  
 Principal's Signature Date

Stephen Paulsen Joseph L. Hardette  
 Superintendent Signature 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**

KHSAA  
 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	835	51.5%	188	41.9%
Row 2	BOYS	789	48.5%	260	58.1%
Row 3	Totals	1624	100%	448	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: NONE

- 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).
- Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 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%.
- 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.
- 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: \_\_\_\_\_

*[Signature]* Date: 3/24/04

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

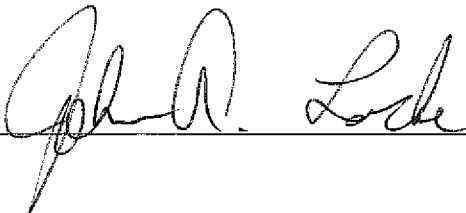
KHSAA  
 Form T2  
 Rev. 8/03

**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	130	1	20
	Row 2	j.v.:	4	40	0	0
	Row 3	frosh:	3	18	2	10
	Row 4	total:	17	188	3	30
<b>BOYS</b>	Row 5	varsity:	10	180	0	0
	Row 6	j.v.:	4	55	0	0
	Row 7	frosh:	3	25	0	0
	Row 8	total:	17	260	0	0

- 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: 3/24/04

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

**Participation Opportunities Test Three**

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

	<b>GIRLS</b> (Yes / No)		<b>BOYS</b> (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: John A. Lock Date: 3/24/04

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

**Levels of Competition Test One**

		<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Girls</b>	<b>Team Levels</b>	<b>Number of Teams Currently Offered</b>	<b>Number of Participants</b>	<b>Percentage of Participants at Each Level</b>
Row 1	varsity:	10	130	69.1 <del>70.7</del> %
Row 2	j.v.:	4	40	21.3 %
Row 3	frosh:	3	18	9.6 %
Row 4	<b>total:</b>		188	100%
<b>Boys</b>				
Row 5	varsity:	10	180	69.2 %
Row 6	j.v.:	4 <del>8</del>	55	21.1 %
Row 7	frosh:	3	25	9.7 %
Row 8	<b>total:</b>		260	100%

- 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.)
- 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.)
- 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: \_\_\_\_\_

Date: \_\_\_\_\_

\*Note, Budget + expenditures are equal because everything is purchased on an as needed basis.

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	6770	6770	1000	1000	55	55	B	E			B	E
B basketball	4520	4520	1000	1000	40	40						
G softball	2270	2270	440	440	55	55						
B baseball	3810	3810	400	400	80	80						
G cross country	5105	105	0	0	80	80						
B cross country	405	105	0	0	20	20						
G golf	290	290	0	0	20	20						
B golf	290	290	0	0	20	20						
G soccer	1510	1510	350	350	36	36						
B soccer	1510	1510	350	350	34	34						
G swimming	21200	21200	200	200	24	24						
B swimming	(ONE TEAM)	(ONE TEAM)	(ONE TEAM)	(ONE TEAM)	(ONE TEAM)	(ONE TEAM)						

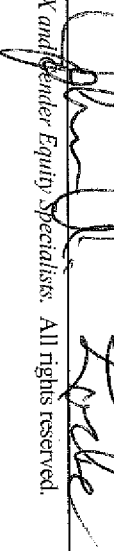
*we budgeted for sport equipment*

*dictated by JCS + JTA CONTRACT PLEASE SEE ATTACHED PAY SCALE*

*done with JCS ASSISTANCE (NO SCHOOL EXPENDITURES)*

*SENECA DOES NOT PRODUCE SPORT SPECIFIC PUBLICATIONS*

- 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.
- "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$ \_\_\_\_\_ % for boys \_\_\_\_\_ % for girls \_\_\_\_\_

Principal's Signature:  Date: 3/24/04



2003-2004  
**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				
G track	<del>484</del>	484	350	350	6	6	B	E	B	E
B track	(ONE TEAM)	(ONE TEAM)	(ONE TEAM)	(ONE TEAM)	18	18				
G tennis	318	348	0	0	07	07	E	B	B	E
B tennis	(ONE TEAM)	(ONE TEAM)	0	0	00	00				
G volleyball	3000	3000	440	440	40	40	B	E	B	E
B wrestling	4080	4080	0	0	54	54				
G (list sport) Field Hockey	4,355	4,355	480	480	600	600	B	E	B	E
B (football)	24,500	24,500	3000	3000	150	150				
G (list sport)							B	E	B	E
B (list sport)										

DICTATED BY JCS IN CONTRACT

PLEASE SEE ATTACHED DAY SHEET

DOE WITH JCS ASSISTANCE

(NO SCHOOL EXPENDITURES)

SENECA DOES NOT

PRODUCE SPORT SPECIFIC PUBLICATIONS

- 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.
- "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$ 67451 % for boys 70.1 % for girls 29.9

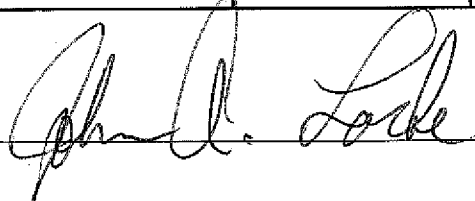
Principal's Signature: [Signature] Date: 3/24/04

# 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			✓
<b>BENEFITS</b>			
Equipment and Supplies		✓	
Scheduling of Games and Practice Time			✓
Travel and Per Diem Allowances			✓
Coaching			✓
Locker Rooms, Practice and Competitive Facilities		✓	
Medical and Training Facilities and Services			✓
Publicity			✓
Support Services			✓
Athletic Scholarships			✓
Tutoring			✓
Housing and Dining Facilities and Services			✓
Recruitment of Student Athletes			✓

Principal's Signature:  Date: 3/24/04

SCHOOL NAME \_\_\_\_\_

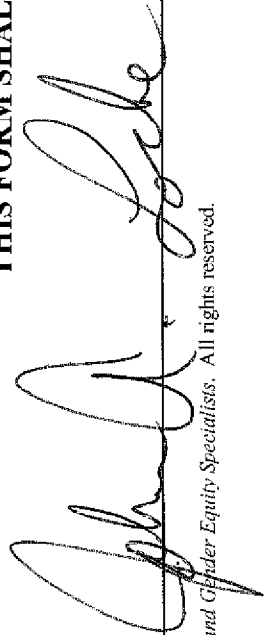
2003-2004  
TITLE IX

CORRECTIVE ACTION PLAN

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
FENCING OFF FIELD HOCKEY FIELD	ADD TO KEEP SURFACE SAFE	Continuing (Springs '04)
FENCE Softball AREA	To <del>be</del> be able to charge Admission	beginning (Springs '04)
Multi Purpose Building	Add/renovate to rectify locker room discrepancy	Continuing district level ( <del>continuing</del> )

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: 3/24/04

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

School Name	SENECA HIGH SCHOOL
School Enrollment	1624
Date	3/19/04
Completed By	<i>[Signature]</i> ATHLETIC DIRECTOR

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.

1500 Number of Surveys

1200 Total Returned (*A minimum of 80% return is expected*)

9-12 Grades Surveyed

How Was The Survey Administered? 1<sup>ST</sup> PERIOD CLASS

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

Fall Sports (List Total Number of Participation Responses)

20 Cross Country (Girls)

25 Cross Country (Boys)

70 Field Hockey (Girls)

250 Football (Boys)

42 Golf (Girls)

38 Golf (Boys)

65 Soccer (Girls)

67 Soccer (Boys)

173 Volleyball (Girls)

32 Volleyball (Boys)

Winter Sport (List Total Number of Participation Responses)

177 Basketball (Girls)

109 Basketball (Boys)

89 Gymnastics (Girls)

53 Indoor Track (Girls) *combined on survey*

53 Indoor Track (Boys)

63 Swimming & Diving (Girls)

21 Swimming & Diving (Boys)

73 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

134 Baseball (Boys)  
118 Fast Pitch Softball (Girls)  
37 Slow Pitch Softball (Girls)  
101 Tennis (Girls)  
43 Tennis (Boys)  
37 Track (Girls)  
105 Track (Boys)

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

Name of Sport	Number of Students Interested In Participating
<u>LACROSSE</u>	<u>47</u>
<u>RUGBY</u>	<u>31</u>
<u>FENCING</u>	<u>18</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

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

<u>Sport</u>	<u>Number</u>
_____	_____
_____	_____
<u>NOT OFFERED</u>	_____
_____	_____
_____	_____

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

<u>Sport</u>	<u>Number</u>
<u>Basketball</u>	<u>37</u>
<u>PUTT PUTT</u>	<u>22</u>
_____	_____
_____	_____

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

Sport	Number
Basketball	117
Swimming	65
Volleyball	61
Wrestling	34

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

Response	Number
118 I prefer other activities such as band, chorus, etc.	
320 I don't have time	
119 The practice schedules and game times are inconvenient	
87 The sport I like isn't offered	
73 It's too expensive	
63 I prefer to participate in club or intramural sports	
181 Working	
134 Other	

Student Suggestions to encourage participation

---



---



---



---



---

Principal's Signature: *John A. Locke* Date: *3/24/04*

EXTRA SERVICE PAY SCHEDULE 2003-04

**ATHLETIC AND RELATED ACTIVITIES IN SENIOR HIGH SCHOOLS**

TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Athletic Director		3926	4539	5153	5766	6380	
Head Football		3272	3783	4294	4805	5316	
Head Basketball (1)		3272	3783	4294	4805	5316	
Asst. Football		1963	2270	2676	2883	3190	
JV Basketball (1)		1963	2270	2676	2883	3190	
Track (1)		1963	2270	2676	2883	3190	
Baseball		1963	2270	2676	2883	3190	
Softball		1963	2270	2676	2883	3190	
Wrestling		1963	2270	2676	2883	3190	
Volleyball		1963	2270	2676	2883	3190	
Cheerleaders		1963	2270	2676	2883	3190	
JROTC Rifle Team		1963	2270	2676	2883	3190	
Sch Tech Coordinator		1963	2270	2676	2883	3190	
Drill Corps		1636	1895	2147	2403	2658	
Cross Country (1)		1636	1895	2147	2403	2658	
Field Hockey		1636	1895	2147	2403	2658	
Soccer (1)		1636	1895	2147	2403	2658	
Tennis (1)		1636	1895	2147	2403	2658	
JV Volleyball		1309	1513	1718	1922	2127	
Golf (1)		1309	1513	1718	1922	2127	
Swimming		1309	1513	1718	1922	2127	
Chess Sponsor		1309	1513	1718	1922	2127	
ROTC Drill Team		1309	1513	1718	1922	2127	
Asst. Wrestling	26	1309	1513	1718	1922	2127	
Asst. Field Hockey	JV SCH	1309	1513	1718	1922	2127	
Asst. Track (1)	32	981	1135	1288	1441	1595	
Asst. Soccer (1)	JV SCH	981	1135	1288	1441	1595	
Freshman Basketball (1)		981	1135	1288	1441	1595	
Freshman Football		981	1135	1288	1441	1595	

**ASSISTANT ATHLETIC DIRECTOR'S (GAME MANAGERS)**

TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Assistant Athletic Director		1700	2000	2300	2600	3000	


Schools will be required to pay the listed Board approved scale. However, step progression is not mandatory.

**SCHOOL FUNDED SPORT/SUPPORT POSITIONS**

TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SCHOOL FUNDED SPORT/SUPPORT		200	500	800	1100	1400	

Schools will be required to pay the listed Board approved scale. However, step progression is not mandatory.

**OTHER ACTIVITIES IN SENIOR HIGH SCHOOLS AND \*YPAS**

Band Director		2944		3405		3864		4325		4785
Academic Competition Coordinator		1963		2270		2576		2883		3190
Asst Band Director 		1309		1513		1718		1922		2127
*Choral Director		1309		1513		1718		1922		2127
Newspaper Sponsor		1309		1513		1718		1922		2127
Yearbook Sponsor		1309		1513		1718		1922		2127
*Drama Sponsor		1309		1513		1718		1922		2127
Speech and Debate		1309		1513		1718		1922		2127
*Instrumental Band Dir		1309		1513		1718		1922		2127
*Instrumental Strings Dir		1309		1513		1718		1922		2127
Orchestra (Concert) Dir		1309		1513		1718		1922		2127
Quick Recall Sponsor		1309		1513		1718		1922		2127
**JV Quick Recall Sponsor		500								
**Future Problem Solving Sponsor		318								

Band Director: Out of County Band Camp \$80.00 per day, Maximum 7 days


**ATHLETIC AND RELATED ACTIVITIES IN MIDDLE SCHOOLS**

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Tech Coordinator	1636	1895	2147	2403	2658
Basketball (1)	981	1135	1288	1441	1595
Academic Competition Coordinator	981	1135	1288	1441	1595
Cheerleaders	654	756	859	961	1063
Drill Corps	327	378	429	481	532
Quick Recall	327	378	429	481	532
Future Problem Solving	327	378	429	481	532
Activities Sponsor	327	378	429	481	532

**ACTIVITIES IN ELEMENTARY SCHOOLS**

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Tech Coordinator	1309	1513	1718	1922	2127

(1) Increment times 1.5 is paid to a person who coaches both teams.

 Increment is for teams which meet approved participation levels.

 Increment is for 100 or more members of marching band.

\*\* Paid by the Academic Competition Department and not subject to step increases.