

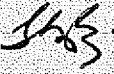


# Kentucky High School Athletic Association

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

## MEMORANDUM

To: Superintendent, Principal, and Athletic Director  
Eastern High School

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

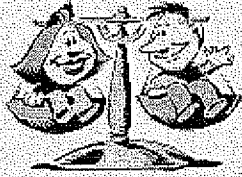
Date: June 9, 2005

Subject: 2004-2005 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the 2004-2005 KHSAA Title IX Annual Report Submission Status Report. 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 Team Members may have requested resubmission of some of the 2004-2005 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.



**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2004-2005**

KHSAA  
Form T65  
Revised 4/05

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

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

DATE: June 9, 2005

School	Eastern High School	Reviewed by	Gary W. Lawson
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The following is a status report regarding the required 2004 - 2005 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2005. Appropriate KHSAA Audit Team 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-35 (Budget Chart)
✓	T-1 (Summary Program Chart 1)	✓	T-36 (Budget Chart)
✓	T-2 (Summary Program Chart 2)	✓	T-41 (Checklist – Overall Interscholastic Program)
✓	T-3 (Summary Program Chart 3)	✓	T-60 (Corrective Action Plan)
✓	T-4 (Summary Program Chart 4)		

II. Status

A.	✓	2004 – 2005 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 and the report appears to be in good order. Since lacrosse is not a sport currently sanctioned by the KHSAA, the school can be given credit for meeting the standards established for Test # 3 for Athletic Participation Opportunities, even though it's not currently reflected on Form T-3.</li> <li>▪ It is recommended that students be placed on the Gender Equity Review Committee, and that they be active members of the Committee.</li> </ul>



Kentucky High School Athletic Association

**2004-2005 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

APR 14 2005

(To be submitted by April 15, 2005 along with other required forms)

THE EASTERN 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
Joe Rogers	215 Eastern Wood Ct.	502-244-6842	Athletic Director
Jodi Williams	318 B Charlestown Ct.	502-254-3166	Girls Soccer Coach
John Marshall	5026 Middlesex Dr.	502-426-1077	Girls Track Coach
Ingrid Dowd	607 Col. Anderson Pkwy.	502-339-1281	Parent
Karen McNeil	10402 Sterling Springs Rd	502-245-2332	Parent

Scheduled a minimum of three meetings during the 2004-2005 school year on the following dates:  
Sept. 9, 2004 – Introduction and Review  
Feb. 3, 2005  
May 12, 2005 – Scheduled for this day

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

Joe Rogers	Athletic Director	215 Eastern Wood Ct.	502-244-6842
Name	Title	Address	Phone

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

Cheryl Walker	Director of Compliance	33332 Newburg Rd.	502-485-3341
Name	Title	Address	Phone

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.

[Signature]  
Principal's Signature

3/28 2005  
Date

[Signature]  
Superintendent Signature

[Signature]  
School Board Chairpersons' Signature

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

**2004-2005**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 1**

KHSAA  
 Form T1  
 Rev. 10/04

**Participation Opportunities Test One**

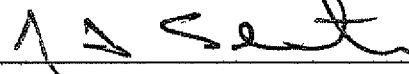
		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	868	47.4	263	40.6
Row 2	BOYS	963	52.6	384	59.4
Row 3	Totals		100%	647	100%

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:  Date: 3/28/05





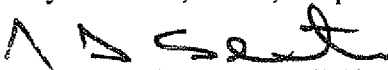


**2004-2005**  
**ACCOMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 4**

**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	174	66.2
Row 2	j.v.:	7	72	27.4
Row 3	frosh:	3	17	6.4
Row 4	total:		263	100%
Boys				
Row 5	varsity:	10	181	47.1
Row 6	j.v.:	7	139	36.2
Row 7	frosh:	3	64	6.4
Row 8	total:		384	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:  Date: 3/28/05

**2004-2005  
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)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G basketball	5330.58	2893.11	100	**	0	697.75
B basketball	10530.71	3854.00	200	**	0	697.75
G softball	4038.84	1910.00	230	**	4662.68	0
B baseball	8828.61	1168.00	670	**	3687.14	2223.00
G cross country	980.57	3847.12	99.70	**	0	0
B cross country	1336.53	3847.12	160.49	**	0	0
G golf	132.38	0	50	**	0	0
B golf	571.49	0	75	**	0	0
G soccer	2021.39	775.00	529.97	**	735.39	0
B soccer	2021.39	835.00	728.29	**	735.39	0
G swimming	1358.60	728.52	100	**	0	0
B swimming	542.50	728.52	100	**	0	0

1. Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.

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

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

Date: 3/28/05



**2004-2005  
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)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G track	870.98	725.33	100	**	0	0
B track	1084.31	725.33	100	**	0	0
G tennis	344.52	0	50	**	0	0
B tennis	329.52	0	50	**	0	0
G volleyball	6133.32	130.00	677.85	**	0	0
B wrestling	2286.71	1107.69	432.69	**	0	0
G field hockey	4902.00	190.00	286.45	**	2017.67	0
B (football)	19185.62	997.78	1217.41	**	460.00	1573.90
G (list sport)						
B (list sport)						

1. Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.
2. Booster Club Funding/Contributions must be included in the expenditures total.
3. Indicate percentage of total expenditures for each gender: Total Expenditures \$111,265.21    % for boys 57.2    % for girls 42.8

Principal's Signature:     Date: 3/28/05



2004-2005  
TITLE IX

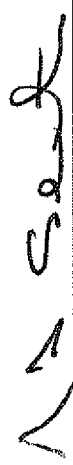
CORRECTIVE ACTION PLAN

SCHOOL NAME  
EASTERN HIGH SCHOOL

**DIRECTIONS:**

1. For Column 1, indicate the intended area which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2005.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
ONE MORE LOCKER ROOM NEEDED FOR GIRLS	CONSTRUCTION OF ONE LOCKER ROOM	BOARD OF EDUCATION WILL NEED TO HELP IN THIS CONSTRUCTION PROJECT
NEED TO ADD ONE MORE FRESHMAN GIRLS TEAM TO BE EQUAL WITH BOYS—FIELD HOCKEY DID NOT HAVE ENOUGH THIS YEAR	COACHES WILL TRY TO RECRUIT MORE FRESHMAN GIRLS	2005-06 SCHOOL YEAR
OVERALL NUMBERS OF GIRLS NEED TO INCREASE	COACHES NEED TO RECRUIT GIRLS INTO ATHLETIC PROGRAM	2005-06 SCHOOL YEAR
OUTDOOR RESTROOM FACILITIES FOR WOMEN NEED TO BE INCREASED	BUILDING NEW BATHROOM FACILITIES IN AREA OF FOOTBALL STADIUM	2005-06 SCHOOL YEA

Principal's Signature:  Date: 3/28/05

## EASTERN HIGH SCHOOL ATHLETIC DEPARTMENT

---

Joe Rogers, C.M.A.A.  
Athletic Director  
12400 Old Shelbyville Rd.  
Louisville, KY 40243

Telephone 502-485-8432  
Fax 502-485-3883

**\*\* THE NUMBER OF COACHES AND THEIR SALARIES ARE CONTROLLED BY THE JEFFERSON COUNTY BOARD OF EDUCATION. ATTACHED IS THE LISTING OF THE NUMBER OF COACHES AND THE SALARIES EACH RECEIVES.**

**EXTRA SERVICE PAY SCHEDULE 2003-04**

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

TITLE		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
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	2576	2883	3190
JV Basketball (1)		1963	2270	2576	2883	3190
Track (1)		1963	2270	2576	2883	3190
Baseball		1963	2270	2576	2883	3190
Softball		1963	2270	2576	2883	3190
Wrestling		1963	2270	2576	2883	3190
Volleyball		1963	2270	2576	2883	3190
Cheerleaders		1963	2270	2576	2883	3190
JROTC Rifle Team		1963	2270	2576	2883	3190
Sch Tech Coordinator		1963	2270	2576	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 (2)	26	1309	1513	1718	1922	2127
Asst. Field Hockey (2)	JV SCH	1309	1513	1718	1922	2127
Asst. Track (1)(2)	32	981	1135	1288	1441	1595
Asst. Soccer (1)(2)	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 0	STEP 1	STEP 2	STEP 3	STEP 4
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 0	STEP 1	STEP 2	STEP 3	STEP 4
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**

Title	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Band Director	2944	3405	3864	4325	4785
Academic Competition Coordinator	1963	2270	2576	2883	3190
Asst Band Director (3)	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.

(2) Increment is for teams which meet approved participation levels.

(3) Increment is for 100 or more members of marching band.

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



# Jefferson County Public Schools Coaches' Hiring Per Sport

Listed are the maximum number of coaches allowed per sport for the Jefferson County Public Schools. Schools may hire additional coaches at the established pay scale unless otherwise noted. Hiring additional coaches is at the discretion of the local schools.

<b>Baseball: Total 6</b>		<b>Field Hockey: Total 6</b>		<b>Swimming: (2 boys'/2 girls') Total 4</b>	
Board Paid:	Head Coach 1	Board Paid:	Head Coach 1	Board Paid:	Head Coaches (1 boys'/1 girls') 2
School Paid:	Varsity Assistant ^1	School Paid:	Varsity Assistant 1	School Paid:	Assistant Coaches (1 boys'/1 girls') ^2
	JV ^2		JV *2		
	Grade Nine ^2		Grade Nine ^2		
<b>Basketball: (4 boys'/4 girls') Total 8</b>		<b>Football: Total 10</b>		<b>Tennis: (2 boys'/2 girls') Total 4</b>	
Board Paid:	Head Coaches (1 boys'/1 girls') 2	Board Paid:	Head Coach 1	Board Paid:	Head Coaches (1 boys'/1 girls') 2
	JV Coaches (1 boys'/1 girls') 2		Varsity Assistants 3	School Paid:	Assistant Coaches (1 boys'/1 girls') ^2
	Grade Nine (1 boys'/1 girls') 2	School Paid:	Grade Nine 2		
School Paid:	Varsity Assistants (1 boys'/1 girls') *2		JV *2		
			Grade Nine 2		
<b>Cheerleading: Total 5</b>		<b>Golf: (2 boys'/2 girls') Total 4</b>		<b>Track: (4 boys'/4 girls') Total 8</b>	
Board Paid:	Varsity Sponsor 1	Board Paid:	Head Coaches (1 boys'/1 girls') 2	Board Paid:	Head Coaches (1 boys'/1 girls') 2
School Paid:	Varsity Assistant ^1	School Paid:	Varsity Assistants (1 boys'/1 girls') ^2	School Paid:	Assistant Coaches (1 boys'/1 girls') 2
	JV/Grade Nine ^1			School Paid:	Assistant Coaches (2 boys'/2 girls') *4
	Varsity Assistants ^1				
	Grade Nine Assistant ^1	<b>Soccer—Boys': Total 4</b>		<b>Volleyball: Total 4</b>	
<b>Cross-Country: (2 boys'/2 girls') Total 4</b>		Board Paid:	Head Coach 1	Board Paid:	Head Coach 1
Board Paid:	Head Coaches (1 boys'/1 girls') 2		JV 1	School Paid:	Varsity Assistant *1
School Paid:	Varsity Assistants (1 boys'/1 girls') ^2	School Paid:	Varsity Assistant *1		Grade Nine ^1
			Grade Nine 1	<b>Wrestling: Total 3</b>	
<b>Dance: Total 3</b>		<b>Soccer—Girls': Total 4</b>		Board Paid:	Head Coach 1
Board Paid:	Varsity Sponsor 1	Board Paid:	Head Coach 1		Assistant 1
School Paid:	Varsity Assistants ^2		JV 1	School Paid:	Assistant *1
		School Paid:	Varsity Assistant *1		
			Grade Nine ^1		
<b>Drama: Total 3</b>		<b>Softball: Total 6</b>			
Board Paid:	Sponsor 1	Board Paid:	Head Coach 1		
School Paid:	Sponsors ^2	School Paid:	Varsity Assistant ^1		
			JV ^2		
			Grade Nine ^2		

\* Must pay salary from Board scale

^ Must pay salary from supplemental Board-approved salary schedule