



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
Heath High School

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

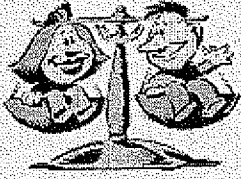
Date: July 8, 2005

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: July 8, 2005

School	Heath High School	Reviewed by	Phyllis Catlett
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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.	✓	Other Recommendation and Comments: <ul style="list-style-type: none"> ▪ Upon receiving a corrected copy of Form T-36 and a previously omitted copy of Form T-3, it appears that all forms are in good order. ▪ According to the figures submitted, it appears that school personnel are spending \$188 more per male athlete than per female athlete. The Gender Equity Review Committee should review this matter. ▪ Have a great summer.



Kris Garrett - AD
270 538-4090 X 72

**2004-2005 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**
(To be submitted by April 15, 2005 along with other required forms)

APR 18 2005
The HEATH High School, West Paducah, 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
Kris Garrett	223 C.R. 1015 Cunningham, Ky	270 642 2964	Teacher/Coach/A.D.
Russ Tifford	3950 Hobbs Rd. Kevil, Ky	42053 270 462 2592	Principal
Sheri Daris	9415 McCaw Rd. West Paducah Ky	42096 270 488 3333	Teacher/Parent
Mary Lee Hendricks	3410 Sierra Dr. West Paducah Ky	42086 270 744 3760	Teacher/Coach
Glenda Bittner	9325 Moore Rd. West Paducah Ky	42086 270 744 7882	Teacher/Parent
Jimmy Long	9450 Ogden Lodge Rd West Pad Ky	42086 270 488 3166	Teacher/Coach/Parent

Scheduled a minimum of three meetings during the 2004-2005 school year on the following dates:
November 8
January 20
March 14

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

Name	Title	Address	Phone
Kris Garrett	A.D.	223 C.R. 1015 Cunningham Ky 42035	(270) 642-2964

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

Name	Title	Address	Phone
Nancy Waldrop	Assistant Supt.	435 Berger Rd Paducah, Ky 42003	(270) 538-4007

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

April 12 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	288	48.3%	153	43.3%
Row 2	BOYS	308	51.7%	200	56.7%
Row 3	Totals	596	100%	353	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 34

- 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 8th 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 8th 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: *Zin Selig* Date: 4/11/05

2004-2005

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2**

KHSAA
Form T2
Rev. 10/04

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	
GIRLS	Row 1	varsity:	8	93	1	10	
	Row 2	j.v.:	4	51	1	6	
	Row 3	frosh:	1	9	0	—	
	Row 4	total:	13	153	2	16	10.5%
BOYS	Row 5	varsity:	8	120	0	—	
	Row 6	j.v.:	4	66	0	—	
	Row 7	frosh:	1	14	0	—	
	Row 8	total:	13	200	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: Ben Self Date: 4/11/05

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:	8	93	60.8%
Row 2	j.v.:	4	51	33.3%
Row 3	frosh:	1	9	5.9%
Row 4	total:		153	100%
Boys				
Row 5	varsity:	8	120	60%
Row 6	j.v.:	4	66	33%
Row 7	frosh:	1	14	7%
Row 8	total:		200	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: Brian Self Date: 4/11/05

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	7,402.94	1,117.27	390.92			
B basketball	12,197.47	3,809.59	237.50			
G softball	5,846.90	252.94	372.66		6,083.95	
B baseball	7,740.85	17,886.31	387.50		10,877.00	
G cross country						
B cross country						
G golf	297.40	850.49	111.60			
B golf	276.50	199.05	13.95			
G soccer	281.19	0	218.10			
B soccer	1,730.20	142.81	247.50			
G swimming	0	148.85	0			
B swimming	0	148.85	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: Brian Selig Date: 4/11/05

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	23.55	296.19	0			
B track	23.55	296.19	0			
G tennis	185.50	0	102.50			
B tennis	185.50	0	102.50			
G volleyball	0	0	0			
B wrestling						
G (list sport)						
B (football)	9,062.96	1,274.00	2,490.30		4,823.50	1,166.00
G (list sport)						
B (list sport)						

- 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.
- 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: Bruce Jell Date: 4/11/05

Co-Curricular
Supplement Schedule
2004-05

<u>YEARS OF SERVICE IN</u> <u>McCRACKEN COUNTY FOR INCENTIVE:</u>	<u>ANNUAL VALUE:</u>
0-3 Years	\$0
4-6 Years	\$200
7-9 Years	\$400
10-14 Years	\$600
15-19 Years	\$800
20+ Years	\$1,000
<u>POSITION:</u>	<u>ANNUAL VALUE:</u>
Academic Coach:	
High School	\$2,310
Asst. High School	\$1,255
Middle School	\$1,501
Asst. Middle School	\$1,089
Asst. 6 th Grade	\$1,089
Elementary School	\$1,501
Asst. Elementary School	\$1,089
Future Problem Solving Coach/Evaluator	\$560
Head Football Coach	\$6,237
Asst. Football Coach	\$3,656
9 th Grade Football Coach	\$1,813
8 th Grade Football Coach	\$1,626
7 th Grade Football Coach	\$1,224
Head Boys' Basketball Coach	\$6,237
Asst. Boys' Basketball Coach	\$3,656
9 th Grade Boys' Basketball Coach	\$1,813
8 th Grade Boys' Basketball Coach	\$1,626
7 th Grade Boys' Basketball Coach	\$1,224
Head Girls' Basketball Coach	\$6,237
Asst. Girls' Basketball Coach	\$3,656
9 th Grade Girls' Basketball Coach	\$1,813
8 th Grade Girls' Basketball Coach	\$1,626
7 th Grade Girls' Basketball Coach	\$1,224

Co-Curricular
Supplement Schedule
2004-05

<u>CO-CURRICULAR</u>	
<u>SUPPLEMENT SCHEDULE (Continued)</u>	
<u>POSITION</u>	
Boys' Baseball Coach	\$4,342
Asst. Boys' Baseball Coach	\$2,085
Girls' Softball Coach	\$4,342
Asst. Girls' Softball Coach	\$2,085
Track Coach (Boys' 9-12)	\$1,486
Track Coach (Girls' 9-12)	\$1,486
Golf Coach	\$1,941
Tennis Coach	\$1,941
High School Boys' Soccer Coach	\$4,342
Asst. H. S. Boys' Soccer Coach	\$2,085
Middle School Boys' Soccer Coach	\$1,052
High School Girls' Soccer Coach	\$4,342
Asst. H. S. Girls' Soccer Coach	\$2,085
Middle School Girls' Soccer Coach	\$1,052
High School Winter Guard	\$1,000
High School Drill Corps Sponsor	\$1,000
High School Cheerleader Sponsor	\$3,972
H.S. Asst. Cheerleader Sponsor	\$3,972
9 th Grade Cheerleader Sponsor	\$1,219
8 th Grade Cheerleader Sponsor	\$1,182
7 th Grade Cheerleader Sponsor	\$811
High School Vocal Music Director	\$1,745
Elem./M.S. Vocal Music Director	\$1,109
High School Band Director	\$4,863
Elem./Middle School Band Director	\$2,343
High School Newspaper Sponsor	\$931
High School Yearbook Sponsor	\$931
High School Drama Coach	\$719

Co-Curricular
Supplement Schedule
2004-05

<u>CO-CURRICULAR</u>	
<u>SUPPLEMENT SCHEDULE (Continued)</u>	
<u>POSITION</u>	
High School Activities Director	\$6,236
High School Volleyball Coach	\$4,342
High School Asst. Volleyball Coach	\$2,085
Football Paraprofessional - Middle School (1 position)	\$500
Football Paraprofessional - High School (2 positions)	\$729

2004-2005 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 10/04

Checklist - Overall Interscholastic Athletics Program

DIRECTIONS:

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			✓
Accommodation of Interest and Abilities			✓
BENEFITS			
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: Brian Selig Date: 4/11/05

2004-2005
TITLE IX
CORRECTIVE ACTION PLAN

SCHOOL NAME Heath 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
Continue to monitor interest and ability levels for male and female students. Add students both male and female to the Title IX committee.	Every 2 years we will continue to conduct a student survey to determine interest levels. Add students.	We will continue to monitor these changes on a yearly basis. Fall 2005

Principal's Signature: *Ben Sch...* Date: 4/11/05

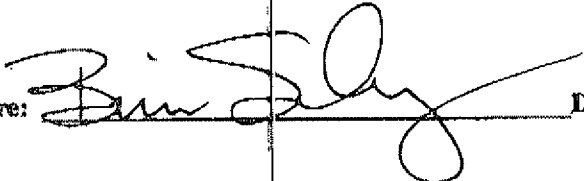
**2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 3**

KHSAA
Form T3
Rev. 10/04

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 not 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 not currently offered, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable interscholastic team based on student responses from the interscholastic survey? If yes, what sport?		No		No
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, 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, based on your most recent Student Interest Survey, 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?		—		—

Principal's Signature:  Date: 4-25-05

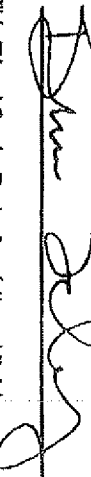
**2004-2005
BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA
Form T-36
REV. 10/04

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
C track						
B track						
G tennis						
B tennis						
G volleyball						
B wrestling						
G (list sport)						
B (football)						
G (list sport)						
B (list sport)						

- 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.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$ 114,016.93 % for boys 700 % for girls 34

Principal's Signature: _____



Date: 4/25/05