

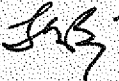


# Kentucky High School Athletic Association

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

## MEMORANDUM

To: Superintendent, Principal, and Athletic Director  
Meade County High School

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

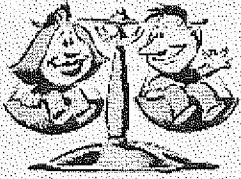
Date: June 9, 2005

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	Meade County 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 is in good order.</li> <li>▪ According to submitted calculations, the school appears to be meeting the standards established in Test # 3 for Athletic Participation Opportunities.</li> <li>▪ It would appear that there is a slight disparity in athletic expenditures for benefits. School personnel appear to be closely monitoring this situation as is indicated on Item # 3 on the Corrective Action Plan.</li> <li>▪ Have a nice summer.</li> </ul>



**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 15 2005

The Meade County High School, Brandenburg, 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
SEE ATTACHED LIST.....			

Scheduled a minimum of three meetings during the 2004-2005 school year on the following dates:

December 8, 2004

February 23, 2005

March 30, 2005

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

<u>John Proctor</u>	<u>Athletic Director</u>	<u>Meade Co. High School</u>	<u>(270) 422-7515</u>
Name	Title	Address	Phone

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

<u>Barry Hahn</u>	<u>Asst. Superintendent</u>	<u>Meade Co. Board of Ed.</u>	<u>(270) 422-7500</u>
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.

Jim Ada \_\_\_\_\_ 3/28 \_\_\_\_\_ 2005  
Principal's Signature Date

Michael King \_\_\_\_\_ Jim Ballman \_\_\_\_\_  
Superintendent Signature School Board Chairpersons' Signature

**MEADE COUNTY HIGH SCHOOL  
GENDER EQUITY COMMITTEE  
2004-2005 SCHOOL YEAR**

<b>Jordan Benock</b>	1205 Willetts Rd N, Battletown, KY 40104	497-4227	<b>Student</b>
<b>Jim DeVries</b>	312 Hardin Street, Brandenburg, KY 40108	422-7540	<b>Retired Coach, Athletic Director</b>
<b>Karen Hager</b>	125 Quail Run Rd, Brandenburg, KY 40108	422-3123	<b>Parent</b>
<b>Barry Hahn</b>	174 Piping Rock, Brandenburg, KY 40108	422-7500	<b>Assistant Superintendent</b>
<b>Ramona Johnston</b>	295 Green Street, Brandenburg, KY 40108	422-7550	<b>Assistant Coach, Girls Basketball</b>
<b>Dennise Mudd</b>	1109 Elm Street, West Point, KY 40108	942-4447	<b>Retired Coach</b>
<b>Nancy Orr</b>	2840 Buck Grove Rd, Brandenburg, KY 40108	828-8623	<b>Parent</b>
<b>Morgan Pace</b>	842 Lawrence St, Brandenburg, KY 40108	422-3818	<b>Student</b>
<b>John Proctor</b>	21 Lakeshore Pkwy, Brandenburg, KY 40108	422-7515	<b>Athletic Director</b>
<b>Bobby Skaggs</b>	770 Fairway Drive, Brandenburg, KY 40108	422-7530	<b>Coach, Middle School Athletic Director</b>

**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	709	49%	261	41%
Row 2	BOYS	746	51%	372	59%
Row 3	Totals	1455	100%	633	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 95

- 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: Bill Adair Date: 3/28/05

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:	9	143	0	0	
	Row 2	j.v.:	6	78	0	0	
	Row 3	frosh:	3	40	2	26	
	Row 4	total:	18	261	2	26	10%
BOYS	Row 5	varsity:	9	205	0	0	
	Row 6	j.v.:	6	99	0	0	
	Row 7	frosh:	4	68	1	3	
	Row 8	total:	19	372	1	3	01%

- 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 Allen Date: 3/28/05

KHSAA  
Form T3  
Rev. 10/04

**2004-2005  
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 (Yes / No)</b>		<b>BOYS (Yes / No)</b>
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		YES Wrestling
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?	NO		YES Wrestling

Principal's Signature: *Ben Ad...* Date: 4/15/05

Meade County High School currently offers all female sports sanctioned by the KHSAA.

**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:	9	143	55%
Row 2	j.v.:	6	78	30%
Row 3	frosh:	3	40	15%
Row 4	total:		261	100%
Boys				
Row 5	varsity:	9	205	55%
Row 6	j.v.:	6	99	27%
Row 7	frosh:	4	68	18%
Row 8	total:		372	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: Bill Adams Date: 3/28/05



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

2004-2005

	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	\$1887.52	\$1968.91	\$1842.19	\$27,291.00	\$1287.50	\$202.45
B basketball	\$21,496.22	\$7648.25	\$1385.69	\$26,914.00	\$692.50	\$2389.25
G softball	\$8811.12	\$3061.68	\$1697.94	\$12,763.00	\$10,930.73	\$45.00
B baseball	\$11,688.72	\$2340.28	\$1561.10	\$10,106.00	\$2970.00	\$339.26
G cross country	\$335.50	\$702.86	\$351.09	\$1448.00		
B cross country	\$782.82	\$963.48	\$764.45	\$1448.00		
G golf	\$3608.74	\$1211.76	\$2392.79	\$1541.00		
B golf	\$3542.38	\$946.00	\$2325.04	\$1541.00		
G soccer	\$4696.79	\$4223.47	\$1746.45	\$10,574.00	\$4490.46	\$156.41
B soccer	\$4130.00	\$4580.36	\$1688.43	\$13,327.00	\$4505.05	\$169.44
G swimming	\$4941.26	\$1634.07	\$1016.92	\$3111.00		
B swimming	\$1646.08	\$544.68	\$338.98	\$3111.00		

- 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.

Principal's Signature: 

Date: 4/15/05

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

KHSAA  
 Form 136  
 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
G track	\$270.00	\$1123.21	\$159.15	\$6429.00	\$1786.00	
B track	\$270.00	\$945.57	\$219.51	\$6429.00	\$2367.50	
G tennis	\$307.75	\$25.00	\$113.34	\$1541.00	\$750.00	
B tennis	\$307.75	\$25.00	\$113.34	\$1541.00	\$750.00	
G volleyball	\$1356.83	\$493.84	\$2128.71	\$10,512.00		
B wrestling						
G (list sport)						
B (football)	\$25,512.28	\$2408.85	\$2805.75	\$49,949.00	\$20,603.95	
G (dance team)				\$1816.00		
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 \$ 397,102.00      % for boys 63      % for girls 37

Principal's Signature: *Bill Ak*      Date: 4/15/05

## 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
<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: *Jim Ad* Date: 3/28/05

SCHOOL NAME

Meade County High School

2004-2005  
TITLE IX

**CORRECTIVE ACTION PLAN**

KHSAA  
Form T60  
Rev. 10/04

**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
SEE ATTACHED SHEET.....	SEE ATTACHED SHEET.....	SEE ATTACHED SHEET.....

Principal's Signature: Bill All

Date: 3/28/05

MEADE COUNTY HIGH SCHOOL  
TITLE IX CORRECTIVE ACTION PLAN  
2004-2005

ITEM #1: After review of the reports on Participation and Accommodation of Interest, the Gender Equity Committee (GEC) has recognized the need to increase number of female participants in the athletic teams at MCHS.

STRATEGY #1: The GEC will form a committee, headed by the Athletic Director and composed of head coaches of female sports and other GEC members, as well as students from both the high school and middle school, for the purpose of evaluating the number of participants, discussing the needs, and determining the best possible means of increasing these numbers.

TIMETABLE #1: The AD will convene the committee before the end of the 2004-05 school year. A possible follow-up meeting will be held in the Fall, and a report will be given to the GEC at the first meeting of the 2005-06 school year.

\* \* \*

ITEM #2: The GEC, following recommendations made to the AD at a KHSAA Title IX workshop in January of 2005, has determined that it would be beneficial to have each sport complete a thorough inventory of all equipment and supplies. With this inventory, it will be easier to assess any disparities in like sports and to take any corrective action necessary to clear the inequity.

STRATEGY #2: The AD will design such an inventory and distribute it to the head coaches of all sports for completion. The inventory instrument will detail the item, the number, when purchased, the funds used, and the anticipated re-purchase date.

TIMETABLE #2: This inventory will be distributed to the coaches immediately for completion. These will be reviewed at the first GEC meeting of 2005-06.

\* \* \*

ITEM #3: In its 2003-04 Title IX Report, the GEC had as one of its Corrective Action Items the monitoring of Booster expenditures as a possible source of an inequity. During this past year, it has become evident that an inequity does exist in the funds expended for our Boys' Basketball Program compared to the Girls' Basketball Program. Principal Bill Adams and Athletic Director John Proctor have met with the two head basketball coaches on several occasions to discuss this. Both coaches have shown outstanding cooperation and desire to have and maintain top-quality programs. It is the GEC's desire that, first of all, the inequity is corrected and, secondly, that both programs are able to continue to provide the benefits to their athletes.

STRATEGY #3: The head coaches of the boys' and girls' teams will meet to devise a list of benefits they would like to provide their players. This list will include all uniform items as well as travel and publicity benefits. After the list has been completed, the coaches and AD will evaluate the items and discuss how best to procure them. If necessary, the budget for the Girls' Program will be supplemented by additional MCHS Athletic Funds to bring about more equity.

TIMETABLE #3: The coaches will present the list to the AD by May 1, 2005. After review of the desired items and verification of no inequities, the budgets of the two programs will be adjusted and be effective as of July 1, 2005. A complete report will be given to the GEC at the first meeting of 2005-06.

Note to Item # 3: As evidence of this inequity began to surface, certain steps were taken to correct the situation, largely due to the initiative of the coaches. A piece of equipment, "The Gun", was purchased at a cost of \$4455.00. This expense was shared by both programs. When plans were first discussed about a possible trip to Florida for a Christmas tournament, it was with the understanding that both teams would be participating. Finally, as the Girls' Programs prepares to purchase new uniforms for the 2005-06 season, the head coach will also shop for many of the same accessories that benefit the Boys' Program.