



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
Rowan County High School

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

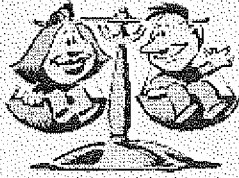
Date: June 9, 2005

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	Rowan County High School	Reviewed by	Fran Edwards
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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:



Kentucky High School Athletic Association

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 Rowan County Senior High School, Morehead, 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
Bill Redwine	121 East Second Street	(606) 784-8928	Vice Chairman Rowan County BOE
Lucy Moore	121 East Second Street	(606) 784-8928	Program Supervisor Rowan County BOE
Tom Daughtery	121 East Second Street	(606) 784-8928	Director of Pupil Personnel
Martin Voiers	499 Viking Drive	(606) 784-8956	RCSHS Principal
Don Daniel	499 Viking Drive	(606) 784-8956	RCSHS Boy's Basketball Coach
Ron Gruber	499 Viking Drive	(606) 784-8956	RCSHS Athletics Director
Peggy Jones	499 Viking Drive	(606) 784-8956	RCSHS Assistant Softball Coach
Tammy Collins	499 Viking Drive	(606) 784-8956	RCSHS Girl's Tennis Coach
Logan Trent	499 Viking Drive	(606) 784-8956	RCSHS Student Athlete
Ray Ginter	415 West Sun Street	(606) 784-8911	RCMS Assistant Principal
Alice Weaver	499 Viking Drive	(606) 784-8956	RCSHS Student Athlete
Charlie Charles	499 Viking Drive	(606) 784-8956	RCSHS Girl's Soccer/ JV Softball Coach

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

August 11, 2004

November 23, 2004

March 29, 2005

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

Lucy Moore Program Supervisor 121 East Second Street (606) 784-8928

Name	Title	Address	Phone
Lucy Moore	Program Supervisor	121 East Second Street	(606) 784-8928

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

Lucy Moore Program Supervisor 121 East Second Street (606) 784-8928

Name	Title	Address	Phone
Lucy Moore	Program Supervisor	121 East Second Street	(606) 784-8928

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.

Martin H. Jones
Principal's Signature

April 5 2005
Date

W. H. Paulson
Superintendent Signature

Harry Calderon
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	418	47.4 %	213	41.3%
Row 2	BOYS	464	52.6 %	303	58.7%
Row 3	Totals	882	100%	516	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 48

- 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: Martin H. Jones Date: April 5, 2005

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

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:	10	128	2 (indoor track, swimming)	24	
	Row 2	j.v.:	4	67	0	0	
	Row 3	frosh:	2	18	0	0	
	Row 4	total:	16	213	0	24	11.3%
BOYS	Row 5	varsity:	10	159	2 (indoor track, swimming)	18	
	Row 6	j.v.:	5	88	1 (golf)	9	
	Row 7	frosh:	3	56	1 (baseball)	14	
	Row 8	total:	18	303	4	41	13.5%

- 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: Martin H. Josen Date: April 5, 2005

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).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. For a sport not currently played at the interscholastic level (varsity, junior varsity, or freshman) in your school, is there an intramural team offered for that sport?	No		No
2. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams?	No		No
3. For a sport <u>not</u> currently offered, is there sufficient interest, 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?	N/A		Yes Wrestling

Principal's Signature: Martin L. Jelen Date: April 5, 2005

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

	equipment and supplies	Travel (includes entry fees)	awards	coaches' salaries (to include supplemental and extended employment)	facilities improvements	publications (if sport-specific)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G basketball	\$753.95	\$2976.00	\$0	\$10,579.50	\$0	\$100.00
B basketball	\$1,834.12	\$2850.00	\$0	\$11,570.01	\$0	\$100.00
G softball	\$1,278.50	\$1950.00	\$1,017.13	\$9,592.08	\$0	\$0
B baseball	\$2047.00	\$1872.00	\$0	\$9,592.08	\$0	\$845.00
G cross country	\$0	\$1050.00	\$0	\$3,949.68	\$0	\$0
B cross country	\$0	\$1050.00	\$0	\$3,949.68	\$0	\$0
G golf	\$0	\$433.22	\$0	\$2,764.78	\$0	\$0
B golf	\$471.00	\$1225.00	\$0	\$2,256.96	\$0	\$0
G soccer	\$192.06	\$1497.00	\$150.00	\$8,105.72	\$0	\$398.00
B soccer	\$0	\$1525.00	\$150.00	\$8,105.72	\$0	\$398.00
G swimming	\$0	\$400.00	\$0	\$2,421.20	\$0	\$0
B swimming	\$0	\$400.00	\$0	\$2,421.20	\$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: Martin L. Jones Date: April 5, 2005

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

Teams	equipment and supplies	Travel (includes entry fees)	awards	coaches' salaries (to include supplemental and extended employment)	facilities improvements	publications (if sport-specific)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G track (outdoor)	\$563.29	\$568.75	\$333.96	\$4,513.92	\$0	\$0
B track (outdoor)	\$563.29	\$568.75	\$333.96	\$4,513.92	\$0	\$0
G tennis	\$165.60	\$243.00	\$0	\$3,949.68	\$0	\$0
B tennis	\$165.60	\$243.00	\$0	\$3,147.56	\$0	\$0
G volleyball	\$375.08	\$2206.00	\$65.90	\$4,513.92	\$0	\$0
B wrestling	n/a	n/a	n/a	n/a	n/a	n/a
G track (indoor)	\$0	\$449.19	\$0	\$0	\$0	\$0
B track (indoor)	\$0	\$449.19	\$0	\$0	\$0	\$0
B football	\$7097.86	\$4129.00	\$0	\$16,362.93	\$0	\$1,340

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 \$ 144,778.96 % for boys 53.3% % for girls 46.7%

Principal's Signature: Mertine Jones Date: April 5, 2005

Boys - 303 \$255
Girls - 213 317

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	128	60 %
Row 2	j.v.:	4	67	31.5 %
Row 3	frosh:	2	18	8.5 %
Row 4	total:		213	100%
Boys				
Row 5	varsity:	10	159	52.5%
Row 6	j.v.:	5	88	29.0%
Row 7	frosh:	3	56	18.5%
Row 8	total:		303	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: Martin H. Josen Date: April 5, 2005

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			X
BENEFITS			
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			N/A
Tutoring			X
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

Principal's Signature: Martin H. Jones Date: April 5, 2005

SCHOOL NAME

Rowan County Senior High School

2004-2005

TITLE IX

CORRECTIVE ACTION PLAN

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 ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
Female sports lock room space	Committee will continue to develop a plan for construction of, and sources of funding for a facility to include additional locker room space.	Continued development 2005-06
Develop written policy for purchase of athletic uniforms	Policy for 4 year purchase rotation was implemented in 2001-2002, and will begin its' second cycle in 2005-06.	On going
Coaches Stipends	Stipends in similar sports were equalized. All coaches are paid a percentage of the school district base salary depending on their years of experience.	On going
Softball Facility	Dugouts were added in 2001, Press box was constructed in 2003. Planning underway for on campus facility.	On going
Weight room schedule	Weight room times assigned to individual sports upon request. Schedule posted.	Official duty of the strength and conditioning coach effective Feb. 2003
Policy for display of awards and trophies	Written policy in place.	On going
Improve administrative oversight of athletic budgets and expenditures.	Booster groups made aware of financial reporting responsibilities. Semi - annual meetings with booster clubs to discuss responsibilities	Continuing 2005-2006
Discussion of General Equity Issues and Athletic Policies and Procedures	Development of Athletic Council including Booster Representatives, Coaches, and School Administration	Begin in 2004-2005 School year
Coaching experience for female sports	Continue to seek experienced candidates for girl's assistant and head coaching positions.	Ongoing as vacancies occur

Principal's Signature: Madeline H. Jones

Date: April 5, 2005



TITLE IX
FIVE-YEAR ACCOMPLISHMENTS
1999-2004

KHSAA
 Form T68
 Rev. 9/03

At the end of this school year, as we complete the 5-year KHSAA Title IX Compliance Project, the KHSAA will provide the Kentucky Department of Education a status report of accomplishments. Please review your school's progress since 1999-2000 and itemize those accomplishments which you feel you have made in your efforts to provide greater gender equity in athletics at your school.

(For example: Softball field lights (or other improvements), specific amounts of "prime time" playing opportunity adjustments, cheerleading balance, equitable equipment replacement schedules, equitable pay for coaches, equitable opportunities for facilities use, establishment of additional sports, establishment of more teams at various levels, equalizing number of contests per season, etc., etc.)

<p style="text-align: center;">Opportunities (Example: Sports or Levels of Teams Added for Girls)</p>	<p>Added swimming team (Male and Female) – 2003 Added Freshman Volleyball Team - 2000</p>
<p style="text-align: center;">Equipment and Supplies (Example: New Equipment – batting cages, soccer goals, uniforms, balls, bats, etc.)</p>	<p>Uniform purchases on a four year rotation to ensure equal replacement pattern for all sports. Equipment replacement equitably as needed</p>
<p style="text-align: center;">Scheduling of Games and Practice Times (Example: 50/50 scheduling ratio of boys' games to girls'. Additional weekend "prime time" opportunities)</p>	<p>Boy's and Girl's basketball equivalent prime time opportunities. Played several girls' basketball games as the second game of Friday/Saturday double headers.</p>

<p>Travel and Per-Diem (Example: Spring Break Trip for Softball, Upgrade of meals or meal opportunities)</p>	<p>None</p>
<p>Coaching (Example: Hiring of additional coaches, paying equitable salaries)</p>	<p>Pay equitable between like sports based on experience.</p>
<p>Locker Rooms, Practice and Competitive Facilities (Example: New or Renovated Facilities)</p>	<p>Softball field dugouts and press box added.</p>
<p>Medical and Training Services (Example: Additional or equitable sports coverage by medical support personnel, access to weight room)</p>	<p>Equitable sports coverage by Certified Athletic Trainer</p>
<p>Publicity (Example: New or improved promotional opportunities at sporting events: 1. Dance/Pep/Cheerleaders 2. Posters 3. Radio/Television)</p>	<p>Cheerleaders perform at all varsity football games, and home regular season and all post season boy's and girl's basketball games.</p>
<p>Support Services (Example: Additional funding for girls' sports)</p>	<p>Booster groups to support Girl's Basketball, Soccer, and Softball</p>

Other Title IX Advancements	
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Principal's
Signature: Martin H. Jovic Date: April 5, 2005