

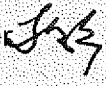


# Kentucky High School Athletic Association

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

## MEMORANDUM

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

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

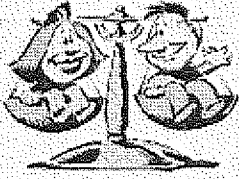
Date: June 9, 2005

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	Russell 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:



### 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 13 2005

The Russell County High School, Russell Springs, 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
Gloria Miller	376 Paul Jones Ln, RS	270-866-5852	Dist. Coordinator
Janelle Miller	4850 Caldwell Rd, Knifley	270-465-6984	Parent
Kathy Hammond	564 Hwy 619, RS	270-3433751	Parent
Meghan Tarter	PO Box 7, Dunnville	270-866-2154	Student
Ron Bertram	740 Lily Creek, J-town	270-343-3948	Coach
Donnie Morrison	2166 S. Hwy 127, RS	270-866-3341	Athletic Dir.
Rita Branscum	PO Box 559, RS	270-866-6967	Asst. AD

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

03/29/05, 03/31/05, 04/14/05

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

Rita Branscum	Asst. AD	PO Box 559, RS	270-866-6967
Name	Title	Address	Phone

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

Gloria Miller	District Coordinator	376 Paul Jones, RS	270-866-5852
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.

*Dana Messing*  
Principal's Signature

4-12 2005  
Date

*[Signature]*  
Superintendent Signature

*[Signature]*  
School Board Chairpersons' Signature

Name	Address	Phone	Title
Teresa Grider	241 Rolling Springs, RS	270-866-3492	Parent
Rene Gossage	PO Box 1242, RS	270-866-2807	Teacher
John McFall	PO Box 1946, RS	270-866-5630	Asst. Principal
Stacy Anderson	58 Frances St, RS	270-866-2974	Coach
Nick Bertram	740 Lily Ck., J-town	270-343-3948	Student

**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	432	50.24%	200	45%
Row 2	BOYS	428	49.76%	246	55%
Row 3	Totals	860	100%	446	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 26

- 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: 4/12/05

**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
<b>GIRLS</b>	Row 1	varsity:	9	120	4	53
	Row 2	j.v.:	5	51	3	29
	Row 3	frosh:	3	29	2	21
	Row 4	total:	17	200	9	103
<b>BOYS</b>	Row 5	varsity:	9	134	2	15
	Row 6	j.v.:	5	58	1	9
	Row 7	frosh:	4	54	2	27
	Row 8	total:	18	246	5	51

- 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: Dave Lassage Date: 4/12/05


**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 <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	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?	NO	NO

Principal's Signature:  Date: 4/12/05

**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:	9	120	60
Row 2	j.v.:	5	51	26
Row 3	frosh:	3	29	15
Row 4	total:	17	200	100%
<b>Boys</b>				
Row 5	varsity:	9	134	54
Row 6	j.v.:	5	58	24
Row 7	frosh:	4	54	22
Row 8	total:	18	246	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: Dave Hoover Date: 4/12/05



**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	publication: sport-speci
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditui
G basketball	7,800	4,000	200	13,600	NA	400
B basketball	7,100	5,000	200	12,600	NA	400
G softball	8,200	3,000	200	6,200	1,400	200
B baseball	6,900	3,000	200	6,200	2,200	NA
G cross country	100	300	100	600	NA	NA
B cross country	100	300	100	600	NA	NA
G golf	600	2,500	400	1,200	NA	900
B golf	400	1,000	300	1,200	NA	NA
G soccer	500	1,000	200	2,500	500	NA
B soccer	500	1,000	200	2,500	500	NA
G swimming		500	200	800	400	NA
B swimming		500	200	800	400	NA

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: *Dave Looney* Date: 4/12/05

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	800	500	100	3,800	2,000	NA
B track	800	500	100	3,800	2,000	NA
G tennis	600	800	100	1,200	1,500	NA
B tennis	1,400	900	100	1,700	1,500	NA
G volleyball	600	2,000	300	2,500	NA	NA
B wrestling						
G (list sport)						
B (football)	15,100	900	300	22,600	2,000	1,200
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 \$ 171,000 % for boys 56% % for girls 44%

Principal's Signature: Aimee Lasson Date: 4/12/05

Boys 246 \$ 389  
Girls 200 376

**2004-2005 KHSAA TITLE IX ATHLETICS AUDIT**  
**Checklist - Overall Interscholastic Athletics Program**

KHSAA  
 Form T41  
 Rev. 10/04

**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			NA
Tutoring			NA
Housing and Dining Facilities and Services			NA
Recruitment of Student Athletes			NA

Principal's Signature: Dave Hoarage Date: 4/12/05

SCHOOL NAME

Russell 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 ITEM FOR CORRECTION/IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
Girls Basketball Publicity (television)	More prime time doubleheaders making girls games more assessable to TV	Our switch to the 4 <sup>th</sup> Region will make the availability to double headers more assessable. As our contracts expire we will schedule these this 2005-2006 school year.

Principal's Signature: 

Date: 4/12/05



**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><b>Opportunities</b>          (Example: Sports or Levels of Teams Added for Girls)</p>	<p>We established the following teams:</p> <ul style="list-style-type: none"> <li>➤ Soccer</li> <li>➤ Volleyball (Varsity, JV, Freshman)</li> <li>➤ Swimming</li> <li>➤ Cross Country</li> </ul>
<p><b>Equipment and Supplies</b>          (Example: New Equipment -- batting cages, soccer goals, uniforms, balls, bats, etc.)</p>	<p>Volleyball – 2 sets of uniforms, start-up equipment          Cross Country – warm ups          Soccer – new uniforms, goals          Basketball – 2 sets uniforms and warm-ups</p>
<p><b>Scheduling of Games and Practice Times</b>          (Example: 50/50 scheduling ratio of boys' games to girls'. Additional weekend "prime time" opportunities)</p>	<p><b>50/50 practice opportunities</b>  <b>50/50 prime time games</b>  <b>Girls Invitational Basketball Tournament</b></p>

<p><b>Travel and Per-Diem</b> (Example: Spring Break Trip for Softball, Upgrade of meals or meal opportunities)</p>	<p><b>Softball – 3 trips during the season, 1 out of state</b></p> <p><b>Basketball – summer camps/out of state travel</b></p>
<p><b>Coaching</b> (Example: Hiring of additional coaches, paying equitable salaries)</p>	<p><b>All coaching salaries are equitable</b></p> <p><b>Hired separate boy and girls soccer coaches</b></p> <p><b>Hired Freshman basketball coach</b></p> <p><b>Hired assistant softball coach</b></p> <p><b>Started middle school volleyball and softball programs</b></p>
<p><b>Locker Rooms, Practice and Competitive Facilities</b> (Example: New or Renovated Facilities)</p>	<p><b>Softball – built 2<sup>nd</sup> lighted field, locker room, and indoor hitting facility.</b></p> <p><b>Soccer-built concession stand and put irrigation system in.</b></p>
<p><b>Medical and Training Services</b> (Example: Additional or equitable sports coverage by medical support personnel, access to weight room)</p>	<p><b>All girls programs have equal access to weight room and training services.</b></p>
<p><b>Publicity</b> (Example: New or improved promotional opportunities at sporting events: 1. Dance/Pep/Cheerleaders 2. Posters 3. Radio/Television )</p>	<p><b>Cheerleaders are at all home basketball games and away district games.(same as the boys)</b></p> <p><b>Some home games are televised by our local cable company.</b></p>
<p><b>Support Services</b> (Example: Additional funding for girls' sports)</p>	<p><b>Booster clubs started for volleyball and girls soccer.</b></p>

<b>Other Title IX Advancements</b>	<b>We have made exceptional progress toward equalizing schedules, practices and spending. Budgets are equal and opportunities for participation are equal.</b>
----------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Principal's  
Signature: Dana Hooper Date: 4/12/05