



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
Seneca High School

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

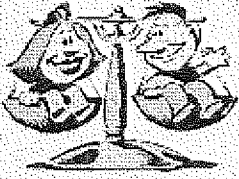
Date: June 9, 2005

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	Seneca 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.	✓	Other Recommendation and Comments: <ul style="list-style-type: none"> ▪ All calculations appear to be correct and the report is in good order. ▪ According to submitted calculations, the school appears to be meeting the standards established in Test # 3 for Athletic Participation Opportunities. ▪ According to figures submitted by school personnel, they are currently spending approximately \$91 per female athlete and \$144 per male athlete for athletic benefits.



**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 14 2005

The Seneca High School, Louisville, Kentucky
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX)

I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, and to the best of my knowledge have completed the following tasks (All boxes must be checked).

Established a gender equity committee at the high school. (list committee personnel and provide attachment if necessary)

Name	Address	Phone	Title
Scott Greenwald, CAA	3510 Goldsmith Ln	(502)485-8876	Athletic Director
John Locke	3510 Goldsmith Ln	(502)485-8323	Principal
Mary Grace Feltham	3510 Goldsmith Ln	(502)485-8323	Counselor
Bob Johnson	3510 Goldsmith Ln	(502)485-8323	Softball Coach
Tony Branch	3510 Goldsmith Ln	(502)485-8323	Boys Basketball Coach
Nikki Wachal/Jared Baker			Students
Greg Stengel/Julie Wachal			Parents

Scheduled a minimum of three meetings during the 2004-2005 school year on the following dates:
October 25, 2004
January 17, 2005
April 11, 2005

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

Scott Greenwald, CAA	Athletic Director	3510 Goldsmith Lane	(502)485-8876
Name	Title	Address	Phone

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

<u>Cheryl Walker</u>			<u>485.5341</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.

John A. Locke 4/1/2005
Principal's Signature Date

Stephen Paerchum Joseph H. Hilde
Superintendent 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	815	49.6%	240	44.9%
Row 2	BOYS	828	50.4%	295	55.1%
Row 3	Totals	1643	100%	535	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if related: 5

- 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: *John A. Locke* 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
GIRLS	Row 1	varsity:	10	177	0	0	
	Row 2	j.v.:	5	33	1	12	
	Row 3	frosh:	3	30	3	15	
	Row 4	total:	18	240	4	27	11%
BOYS	Row 5	varsity:	10	192	0	0	
	Row 6	j.v.:	5	56	1	11	
	Row 7	frosh:	3	47	0	0	
	Row 8	total:	18	295	1	11	4%

- 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: _____

John A. Locke

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: John A. Locke 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:	10	177	73.8%
Row 2	j.v.:	5	33	13.8%
Row 3	frosh:	3	30	12.4%
Row 4	total:		240	100%
Boys				
Row 5	varsity:	10	192	65.1%
Row 6	j.v.:	5	56	19.0%
Row 7	frosh:	3	47	15.9%
Row 8	total:		295	100%

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.
For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1.
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 -
 For boys' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: _____

Date: _____

**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	3360	750	60	**See attached salary	0	** Seneca H. S. does
B basketball	6685	750	40	schedule. Dictated	0	not produce sport
G softball	3950	750	60	by JCPS and JCTA	0	specific publications
B baseball	3300	750	75	contract.	0	
G cross country	75	0	24		0	
B cross country	70	0	24		0	
G golf	210	0	24		0	
B golf	210	0	24		0	
G soccer	1510	600	38		2375	
B soccer	3190	825	42		2375	
G swimming	125	405	20		0	
B swimming	125	405	20		0	

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

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

Principal's Signature: _____

Date: _____

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	725	150	15	**see attached	0	*See note on page
B track	125	150	24	salary schedule.	0	T35.
G tennis	75	0	32	dictated by JCPS	0	
B tennis	75	0	18	and JCTA contract	0	
G volleyball	1850	525	40		0	
B wrestling	1250	1950	60		0	
G Field Hockey	2900	750	72		300	
B (football)	16800	800	180		2400	
G (list sport)						
B (list sport)						

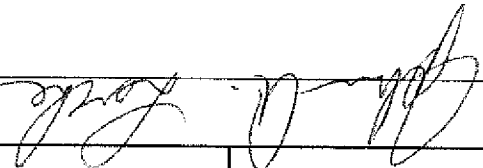
- Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$ 64,272 66% for boys 34 % for girls

Principal's Signature:  Date: 4/12/04

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

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:	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
ADVANTAGE TO:			
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			X
Tutoring			X
Housing and Dining Facilities and Services			X
Recruitment of Student Athletes			X

Principal's Signature:  Date: 4/12/04

SCHOOL NAME

Seneca

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
Fencing added to softball field area.	To have the ability to hold tournaments and charge admission.	Continuing, tentatively scheduled for June, 05
Renovate girls varsity locker room facilities	Add and or renovate current facilities to rectify locker room discrepancy.	Continuing, district level

Principal's Signature: *John D. Lohr*

Date: 4/12/05

EXTRA SERVICE PAY SCHEDULE 2004-05

ATHLETIC AND RELATED ACTIVITIES IN SENIOR HIGH SCHOOLS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	4004	4630	5256	5882	6507
Head Football	3337	3859	4380	4901	5423
Head Basketball (1)	3337	3859	4380	4901	5423
Asst. Football	2002	2315	2628	2941	3254
JV Basketball (1)	2002	2315	2628	2941	3254
Track (1)	2002	2315	2628	2941	3254
Baseball	2002	2315	2628	2941	3254
Softball	2002	2315	2628	2941	3254
Wrestling	2002	2315	2628	2941	3254
Volleyball	2002	2315	2628	2941	3254
Cheerleaders	2002	2315	2628	2941	3254
JROTC Rifle Team	2002	2315	2628	2941	3254
Sch Tech Coordinator	2002	2315	2628	2941	3254
Drill Corps	1669	1932	2190	2451	2711
Cross Country (1)	1669	1932	2190	2451	2711
Field Hockey	1669	1932	2190	2451	2711
Soccer	1669	1932	2190	2451	2711
Tennis (1)	1669	1932	2190	2451	2711
JV Volleyball	1335	1543	1752	1961	2169
Golf (1)	1335	1543	1752	1961	2169
Swimming	1335	1543	1752	1961	2169
Chess Sponsor	1335	1543	1752	1961	2169
ROTC Drill Team	1335	1543	1752	1961	2169
Asst. Wrestling	26	1543	1752	1961	2169
Asst. Field Hockey	JV SCH 26	1543	1752	1961	2169
Asst. Track (1)(2)	32	1543	1752	1961	2169
Asst. Soccer (1)(2)	JV SCH 32	1543	1752	1961	2169
Asst. Soccer (1)(2)	JV SCH 32	1543	1752	1961	2169
Freshman Basketball (1)	1001	1158	1314	1470	1627
Freshman Football	1001	1158	1314	1470	1627

ASSISTANT ATHLETIC DIRECTOR'S (GAME MANAGERS)

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Assistant Athletic Director	1700	2000	2300	2600	3000

Schools will be required to pay the listed Board approved scale. However, step progression is not mandatory.

SCHOOL FUNDED SPORT/SUPPORT POSITIONS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
SCHOOL FUNDED SPORT/SUPPORT	200	500	800	1100	1400

Schools will be required to pay the listed Board approved scale. However, step progression is not mandatory.

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

(1) Increment times 1.5 is paid to a person who coaches both teams.
 (2) Increment is for teams which meet approved participation levels.
 (3) Increment is for 100 or more members of marching band.

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Tech Coordinator	1335	1543	1752	1961	2169

ACTIVITIES IN ELEMENTARY SCHOOLS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Tech Coordinator	1669	1932	2190	2451	2711
Basketball (1)	1001	1158	1314	1470	1627
Academic Competition Coordinator	1001	1158	1314	1470	1627
Cheerleaders	667	772	876	980	1085
Drill Corps	334	386	438	490	542
Quick Recall	334	386	438	490	542
Future Problem Solving	334	386	438	490	542
Activities Sponsor	334	386	438	490	542

ATHLETIC AND RELATED ACTIVITIES IN MIDDLE SCHOOLS

Title	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Band Director	3003	3473	3942	4411	4880
Academic Competition Coordinator	2002	2315	2628	2941	3254
Asst Band Director	1335	1543	1752	1961	2169
*Choral Director	1335	1543	1752	1961	2169
Newspaper Sponsor	1335	1543	1752	1961	2169
Yearbook Sponsor	1335	1543	1752	1961	2169
*Drama Sponsor	1335	1543	1752	1961	2169
Speech and Debate	1335	1543	1752	1961	2169
*Instrumental Band Dir	1335	1543	1752	1961	2169
*Instrumental Strings Dir	1335	1543	1752	1961	2169
Orchestra (Concert) Dir	1335	1543	1752	1961	2169
Quick Recall Sponsor	1335	1543	1752	1961	2169
**JV Quick Recall Sponsor	500				
**Future Problem Solving Sponsor	318				

Band Director: Out of County Band Camp \$80.00 per day, Maximum 7 days

OTHER ACTIVITIES IN SENIOR HIGH SCHOOLS AND YPAS