



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
Cumberland High School

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

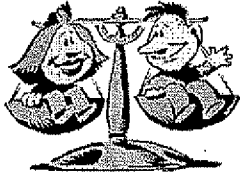
Date: July 21, 2006

Subject: 2005-2006 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the 2005-2006 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 2005-2006 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
2005-2006**

KHSAA Form T65
Revised 8/05

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

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

DATE: 7/21/2006

School	Cumberland High School	Reviewed by	Phyllis Catlett
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The following is a status report regarding the required 2005 - 2006 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2006. 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:

X	GE 19 (Annual Verification)	X	T-35 (Budget Expenses)
X	T-1 (Summary Program Chart 1)	X	T-36 (Budget Expenses)
X	T-2 (Summary Program Chart 2)	X	T-41 (Checklist – Overall Interscholastic Program)
X	T-3 (Summary Program Chart 3)	X	T-60 (Corrective Action Plan)
	T-4 (Summary Program Chart 4)	X	T-63 (Interscholastic Survey Results)

II. Status

A.		2005 – 2006 Forms are satisfactory and no further information or action is necessary at this time.
B.	X	Errors have been noted with respect to the following forms: See corrected form T-3; place this form in the Title IX File for 2006.
C.		The following forms were omitted and must be submitted by school representatives:
D.	X	Other Recommendation and Comments: According to the survey the school has students interested in swimming and tennis. This interest was not addressed on form T-3. It is the responsibility of the school to conduct meetings involving this interest. The school should meet with students and parents. The result of these meetings should be documented and placed in the Title IX File to ensure the interest has properly been investigated.

2005-2006
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?	<i>Swimming</i> Yes 29 No 28 TENNIS		<i>Swimming</i> Yes 11 No 14 TENNIS
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a junior varsity or freshman team that is not currently offered?	No		No
5. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team not currently offered?	No		No
6. If you answered YES to question (1), (2), (3), (4), or (5), are there enough high schools in your geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?			

Principal's Signature: *Edward P. Chen* Date: 3-31-06



**2005-2006 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**
(To be submitted by April 15, 2006 along with other required forms)

KHSAA
Form GE19
Rev. 9/05

The Cumberland High School, Cumberland, 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
BONITA DUNCAN	WALLINS, Ky.	606 589 4625	ASST. PRINCIPAL
KAY WAY-F	Cumberland, Ky.	606 589 4750	LIBRARIAN
WALTER DICK	Cumberland, Ky.	606 589 2384	MATH TEACHER
SONNY CORNETT	Cumberland, Ky.	606 589 2977	PARENT- FEMALE ATHLETE
BRIANNE CORNETT	Cumberland, Ky.	606 589 2977	FEMALE ATHLETE
LYNN FELTNER	LYNCH, Ky.	606 848 2146	PARENT- MALE ATHLETE
JAY FELTNER	LYNCH, Ky.	606 848 2146	MALE ATHLETE
DAN MIDKIFF	BENHAM, Ky.	606 848 5616	BAND DIRECTOR
JOHN BOND	BENHAM, Ky.	606 848 2032	ATHLETIC DIRECTOR

Scheduled a minimum of three meetings during the 2005-2006 school year on the following dates:

- AUGUST 8, 2005.
- NOVEMBER 17, 2005.
- MARCH 3, 2006.

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

JOHN BOND Athletic Director BENHAM, KY. 606 848 2032.
Name Title Address Phone

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

BRENT ROARK TITLE IX BALL PARK RD. HARRAN, KY. 40831 606 573 4330
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.

Edward P. Elmer
Principal's Signature

3-31 2006
Date

Smalley W. Saylor
Superintendent Signature

[Signature]
School Board Chairpersons' Signature

(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)

2005-2006
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev. 9/05

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	124	49.4	172	42.2
Row 2	BOYS	127	50.6	236	57.8
Row 3	Totals	251	100%	408	100%

Instructions:

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

- 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: E. [Signature] Date: 3-31-06

2005-2006

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

KHSAA
Form T2
Rev. 9/05

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 Since the beginning of the 2001-2002 School Year	Number of Participants Added Since the beginning of the 2001-2002 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2001-2002 School Year
GIRLS	Row 1	varsity:	4	86	2	45
	Row 2	j.v.:	3	86	2	45
	Row 3	frosh:	0	0	0	0
	Row 4	total:	7	172	4	90
BOYS	Row 5	varsity:	5	118	0	0
	Row 6	j.v.:	3	118	0	0
	Row 7	frosh:	0	0	0	0
	Row 8	total:	8	236	0	0

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. **CAUTION:** 25% is not a formal compliance standard.

Principal's Signature: Edward J. Clem Date: 3-31-06

2005-2006
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:	4	86	50
Row 2	j.v.:	3	86	50
Row 3	frosh:	0	0	0
Row 4	total:		172	100%
Boys				
Row 5	varsity:	5	118	50
Row 6	j.v.:	3	118	50
Row 7	frosh:	0	0	0
Row 8	total:		236	100%

- 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.)
- 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.)
- 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: 3-31-06

**2005-2006
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART I
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount needed)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G basketball	3894	1777	2170	1000		500	9000					
B basketball	3000	636	1940	500	No Awards	9000						
G softball	2084	1414	1960	457		500	2300					
B baseball	2309	1690	1800	1160		180	2300					
G cross country												
B cross country												
G golf												
B golf	1000		616				500					
G soccer												
B soccer												
G swimming												
B swimming												

1. Total expenditures on T-35 and T-36 on the 2005-2006 year report due by April 15, 2006, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2004-2005 ending June 30, 2005.
2. Booster Club Funding/Contributions must be included in the expenditures total.

Principal's Signature:  Date: 3-31-06

**2005-2006
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount needed)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	300		240				No Awards 900					
B track	300		240				No Awards 900					
G tennis												
B tennis												
G volleyball	575		977	700			No Awards 1800					
B wrestling												
G (list sport)												
B football	9900	6000	1818	1566			915	18000				
G (list sport)												
B (list sport)												

1. Total expenditures on T-35 and T-36 on the 2005-2006 year report due by April 15, 2006, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2004-2005 ending June 30, 2005.

2. Booster Club Funding/Contributions must be included in the expenditures total. 1 / 2

Indicate percentage of total expenditures for each gender:

Gender	Expenditures	Percentage
Boys	\$66,300.00	67.1
Girls	\$32,500.00	32.9
Total:	\$98,800.00	100%

Handwritten: 57.8% / participation %
 42.2% /
 \$200
 \$198
 6X

Principal's Signature: *[Signature]* Date: 3-31-06

2005-2006
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?	<i>Swimming</i> Yes 29 No 28		<i>Swimming</i> Yes 11 No 16
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a junior varsity or freshman team that is not currently offered?	No		No
5. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team not currently offered?	No		No
6. If you answered YES to question (1), (2), (3), (4), or (5), are there enough high schools in your geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?			

Principal's Signature: *Edward P. Lane* Date: 3-31-06

2005-2006 KHSAA TITLE IX ATHLETICS AUDIT
Checklist - Overall Interscholastic Athletics Program

KHSAA
Form T41
Rev. 9/05

DIRECTIONS:

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

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities			✓
BENEFITS			
Equipment and Supplies			✓
Scheduling of Games and Practice Time			✓
Travel and Per Diem Allowances			✓
Coaching			✓
Locker Rooms, Practice and Competitive Facilities		✓	
Medical and Training Facilities and Services			✓
Publicity			✓
Support Services			✓
Athletic Scholarships	NA	NA	
Tutoring	NA	NA	
Housing and Dining Facilities and Services	NA	NA	
Recruitment of Student Athletes	NA	NA	

Principal's Signature: *Edward [Signature]* Date: 3-31-06

2005-2006

TITLE IX

CORRECTIVE ACTION PLAN

SCHOOL NAME

CUMBERLAND

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, 2006.

COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
Prime time scheduling of Girls basketball Games.	Scheduling is completed with (3) Prime time Games. All Athletic teams have assigned locker rooms for all practices and Games. Locker rooms have been painted.	2006-2007.
Locker rooms.	Providing transportation and meals for all athletic teams on road trips.	2006-2007.
Travel/Per diem Policy.	ON ROAD TRIPS.	2006-2007.
<p>Note: The Harlan County Board of Education is in the process of consolidating our school with Grants High School and Charwood High School.</p> <p>Cumberland High School will continue to upgrade and maintain our Athletic facilities and athletic teams.</p>		

Principal's Signature: Edward J. Allen

Date: 3-31-06



2005-2006 INTERSCHOLASTIC
ATHLETICS SURVEY
Summary of Student Responses

KHSAA
Form T63
Rev. 9/05

School Name: CUMBERLAND
School Enrollment: 251 (SHOULD AGREE WITH FORM T-1)
Date: 3-31-'06
Completed By: John Bond, Athletic Director

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15, 2006. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

330 Number of Surveys
275 Total Returned (*A minimum of 80% return is expected*)
8-11 Grades Surveyed (*Should be grades 9-11 and 8th grade if school has a feeder system*)

How Was The Survey Administered? HOMEROOMS
(e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)

KHSAA Sanctioned Fall Sports (*List Total Number of Participation Responses*)

4 Cross Country (Girls)
5 Cross Country (Boys)
80 Football (Boys)
8 Golf (Girls)
12 Golf (Boys)
11 Soccer (Girls)
10 Soccer (Boys)
59 Volleyball (Girls)

Winter Sport (List Total Number of Participation Responses)

39 Basketball (Girls)
68 Basketball (Boys)
4 Indoor Track (Girls)
4 Indoor Track (Boys)
29 Swimming & Diving (Girls)
11 Swimming & Diving (Boys)
20 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

53 Baseball (Boys)
18 Fast Pitch Softball (Girls)
14 Slow Pitch Softball (Girls)
28 Tennis (Girls)
16 Tennis (Boys)
15 Track (Girls)
31 Track (Boys)

Non-KHSAA Sanctioned Sports (From Student Survey T-61 Question 10)

 Archery
3 Field Hockey
 Bowling
18 Boys' Gymnastics
19 Girls' Gymnastics
 Ice Hockey
3 Boys' Lacrosse
3 Girls' Lacrosse
 Rifle
 Rodeo
8 Boys' Volleyball
 Water Polo
 Weightlifting

Number of Students who participate in Intramural Sports

(From Student Survey T-61 Question 5)

<u>Sport</u>	<u>Number</u>
Volleyball (P.E.)	5
Golf	6
Soccer	3
Gymnastics	4
DANCE	4

List Intramural Sports students are interested in adding:

(From Student Survey T-61 Question 6)

<u>Sport</u>	<u>Number</u>
DANCE	12
Soccer	25
Gymnastics	37
Swim-Diving	43
Wrestling	21
Hockey	3
Lacrosse	3

Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
SKATEBOARDING	3
TENNIS	3
Jr. League Baseball	2
Gymnastics	4
Volleyball	5
DANCE	4

Reasons for not participating in interscholastic athletics

(From Survey Question 8)

- 7 I prefer other activities such as band, chorus, etc.
- 57 I don't have time
- 9 The practice schedules and game times are inconvenient
- 24 The sport I like isn't offered
- 8 It's too expensive
- 4 I prefer to participate in club or intramural sports
- 11 Working
- Other: _____

Student Suggestions to encourage participation


Principal's Signature

3-31-06
Date