



# 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  
Eastern High School

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

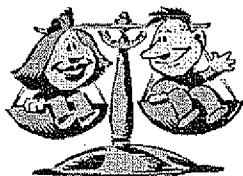
Date: May 10, 2007

Subject: 2006-2007 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the 2006-2007 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 2006-2007 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  
2006-2007**

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: 5/9/2007

School	Eastern High School	Reviewed by	Gary W. Lawson
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The following is a status report regarding the required 2006 - 2007 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2007. 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:

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

II. Status

A.	<b>X</b>	2006– 2007 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.	<b>X</b>	Other Recommendation and Comments: All calculations appear to be correct. By virtue of the fact that the school offers all sanctioned sports for girls at the varsity level and the student survey shows interest only in non-sanctioned sports, the school currently appears to be meeting the standard established in Test #3 for provision of athletic opportunities. Percentage spending for athletic benefits also seems to be within acceptable parameters. The report fails to list the Title IX Coordinator for the school district on the GE-19 form. This oversight should be corrected in your Title IX file.

**EASTERN  
HIGH SCHOOL  
2006-07  
TITLE IX  
REPORT**

**12400 OLD SHELBYVILLE RD  
LOUISVILLE, KY 40243  
502-485-8243-SCHOOL  
502-485-8432-ATHLETIC**



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION**  
**2006-2007 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

KHSAA Form GE19  
Rev. 10/06

(To be submitted by April 15, 2007 along with other required forms)

The EASTERN 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, at least one copy of which must be maintained in the Principal's office, 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
			(Supt., Principal, Student, Parent, Coach, Etc.)
JOE ROGERS	215 EASTERNWOOD CT. 40243	502-244-6842	ATHLETIC DIRECTOR
JASON COUCH	17303 CURRY BRANCH RD 40245	502-241-4098	COACH
MELISSA KENNY	11606 WALNUT VIEW WAY 40299	502-558-9610	COACH
KAREN MCNEIL	10402 STERLING SPRINGS RD 40223	502-245-2332	PARENT
LEE KERN	12309 BRIGHTFIELD RD 40243	502-245-6272	PARENT
JAMIE WILLIAMS	2207 JANLYN RD 40299	502-267-5251	STUDENT

Scheduled a minimum of three meetings during the 2006-2007 school year on the following dates:  
 SEPT. 6, 2006  
 FEB. 7, 2007  
 JUNE 5, 2007

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

JOE ROGERS	ATHLETIC DIRECTOR	215 EASTERN WOOD CT	502-485-8432
Name	Title	Address	Phone

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

Name	Title	Address	Phone
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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.

*AS Sent*                      3/5                      2007  
 Principal's Signature                      Date

*Stephen Palmer*                      *Joseph L. Hardisty*  
 Superintendent Signature                      School Board Chairpersons' Signature

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

**2006-2007**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 1**

KHSAA  
 Form T1  
 Rev.10/06

**Participation Opportunities Test One**

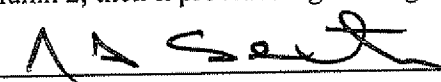
		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	913	47.4	335	42.5
Row 2	BOYS	1012	52.6	454	57.5
Row 3	Totals	1925	100%	789	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 17

- 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).
- Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 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%.
- 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 regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season 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.
- 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: 3/8/07

**2006-2007**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 2**

KHSAA  
Form T2  
Rev. 10/06

**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
<b>GIRLS</b>	Row 1	varsity:	10	194	0	0	
	Row 2	j.v.:	7	117	0	0	
	Row 3	frosh:	3	24	0	0	
	Row 4	total:	20	335	0	0	0
<b>BOYS</b>	Row 5	varsity:	10	229	0	0	
	Row 6	j.v.:	8	155	0	0	
	Row 7	frosh:	4	70	0	0	
	Row 8	total:	22	454	0	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:                     *A. S. Smith*                     Date:                     3/8/07

2006-2007  
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 <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?	LACROSSE BOWLING		LACROSSE BOWLING
2. 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
3. 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?	LACROSSE BOWLING		LACROSSE BOWLING
4. 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
5. If you answered YES to question (1), (2), (3), or (4), 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?	YES		YES

Principal's Signature: \_\_\_\_\_

*A. S. Smith*

Date: \_\_\_\_\_

*3/8/07*

**2006-2007**  
**ACCOMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 4**

**Levels of Competition Test One**

		<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Girls</b>	<b>Team Levels</b>	<b>Number of Teams Currently Offered</b>	<b>Number of Participants</b>	<b>Percentage of Participants at Each Level</b>
<b>Row 1</b>	<b>varsity:</b>	<b>10</b>	<b>194</b>	<b>57.9</b>
<b>Row 2</b>	<b>j.v.:</b>	<b>7</b>	<b>117</b>	<b>34.9</b>
<b>Row 3</b>	<b>frosh:</b>	<b>3</b>	<b>24</b>	<b>7.2</b>
<b>Row 4</b>	<b>total:</b>		<b>335</b>	<b>100%</b>
<b>Boys</b>				
<b>Row 5</b>	<b>varsity:</b>	<b>10</b>	<b>229</b>	<b>50.4</b>
<b>Row 6</b>	<b>j.v.:</b>	<b>8</b>	<b>155</b>	<b>34.2</b>
<b>Row 7</b>	<b>frosh:</b>	<b>4</b>	<b>70</b>	<b>15.4</b>
<b>Row 8</b>	<b>total:</b>		<b>454</b>	<b>100%</b>

- 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:                     *A. Sent*                     Date:           3/8/07

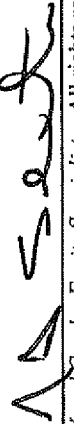


**TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; <i>dollar amount required</i> )			facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	# of Coaches	Booster	School	Booster	School	Booster
G basketball	571	1233	1458	125	100	0	0	0	562	0	0	0	0
B basketball	1343	2486	1854	88	100	368	0	0	0	0	0	0	0
G softball	961	5213	192	1493	100	449	2200	0	0	719	0	0	282
B baseball	1353	6114	355	0	100	400	2200	0	0	2566	0	0	1961
G cross country	555	320	902	110	100	243	200	0	0	0	0	0	0
B cross country	555	320	902	110	100	325	200	0	0	0	0	0	0
G golf	245	0	0	0	35	0	0	0	0	0	0	0	0
B golf	780	0	0	0	48	0	0	0	0	0	0	0	0
G soccer	125	1392	910	0	100	323	0	0	185	19	0	0	0
B soccer	125	1672	1190	0	100	444	1210	0	185	19	0	0	0
G swimming	829	918	27	0	100	0	0	0	0	0	0	0	0
B swimming	829	918	27	0	100	0	0	0	0	0	0	0	0

1. Total expenditures on T-35 and T-36 on the 2006-2007 year report due by April 15, 2007, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2005-2006 ending June 30, 2006.

2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs Reference KHSAA Bylaw 27)

Principal's Signature:  Date: 3/8/07

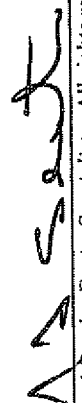
**2006-2007  
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2  
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)			facilities improvements			publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	2177	0	746	0	3171	0	0	0	0	0	0	0	0	0
B track	2177	0	746	0	36	0	0	0	0	0	0	0	0	0
G tennis	1112	0	0	0	75	0	0	0	0	0	0	0	0	0
B tennis	341	0	0	0	75	0	0	0	0	0	0	0	0	0
G volleyball	1802	3306	685	1362	100	276	1100	800	320	0	0	0	0	0
B wrestling	2482	443	657	0	100	00	0	0	320	0	0	0	0	0
G field hockey	218	412	800	1532	100	330	0	0	0	0	318	0	0	0
B football	11682	3552	1844	0	87	2246	0	0	0	1250	0	2037	0	0
G (list sport)														
B (list sport)														

1. Total expenditures on T-35 and T-36 on the 2006-2007 year report due by April 15, 2007, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2005-2006 ending June 30, 2006.

2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$ 66,377	59
Girls	\$ 45,678	41
<b>Total:</b>	<b>\$ 112,055</b>	<b>100%</b>

Principal's Signature:  Date: 3/8/07

**2006-2007 KHSAA TITLE IX ATHLETICS AUDIT**

KHSAA  
Form T41  
Rev. 10/06

**Checklist - Overall Interscholastic Athletics Program**

**DIRECTIONS:**

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

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

Principal's Signature:         A. S. [Signature]         Date:         3/8/07

2006-2007  
TITLE IX  
CORRECTIVE ACTION PLAN

SCHOOL NAME

EASTERN HIGH SCHOOL

**DIRECTIONS:**

1. For Column 1, indicate the intended area (Opportunities or Benefits) 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, 2007.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
NEED ONE LOCKER ROOM FOR GIRLS ATHLETICS	ADD ONE NEW LOCKER ROOM	TRYING TO RAISE MONEY FOR NEW FACILITY ALLOWING US TO RENOVATE ONE LOCKER ROOM OFF GYM FOR GIRLS ATHLETICS
IMPROVE PUBLICITY FOR GIRLS PROGRAM	WE NEED TO GET OTHER GIRLS PROGRAMS TO CREATE A PROGRAM OR MEDIA GUIDE	SOFTBALL AND FIELD HOCKEY ARE GOING TO TRY AND START FUND RAISERS TO CREATE MEDIA GUIDES.

Principal's Signature: ASest Date: 3/8/07

EASTERN HIGH SCHOOL  
2006-07 TITLE IX REPORT  
EXPLANATION OF INFORMATION

1. NUMBER OF ATHLETIC LEVELS FOR GIRLS SPORTS
  - a. EASTERN OFFERS JV TEAMS IN A NUMBER OF SPORTS BUT TEAMS CANNOT BE FILLED FOR A LACK OF PARTICIPANTS.
    - i. FOR EXAMPLE—FRESHMAN FIELD HOCKEY-FRESHMAN SOFTBALL-JV TENNIS-JV GOLF
  
2. COACHES SALARIES AND POSITIONS
  - a. JEFFERSON CO. BOARD OF EDUCATION DETERMINES HOW MANY COACHES AND WHAT SALARY THEY ARE PAID
    - i. LIST ATTACHED
  - b. JCPS DOES NOT PAY FOR ALL COACHES IN EVERY PROGRAM. SCHOOLS AND BOOSTER CLUBS HAVE TO PAY FOR COACHES NOT PAID BY JCPS
    - i. SALARY SCHEDULE ATTACHED

# Jefferson County Public Schools Coaches' Hiring Per Sport

Listed are the maximum number of coaches allowed per sport for the Jefferson County Public Schools. Schools may hire additional coaches at the established pay scale unless otherwise noted. Hiring additional coaches is at the discretion of the local schools.

<b>Baseball: Total 6</b>	<b>Field Hockey: Total 6</b>	<b>Swimming: (2 boys'/2 girls') Total 4</b>
Board Paid: Head Coach 1	Board Paid: Head Coach 1	Board Paid: Head Coaches (1 boys'/1 girls') 2
School Paid: Varsity Assistant 1 <sup>^</sup>	Varsity Assistant 1	School Paid: Assistant Coaches (1 boys'/1 girls') 2 <sup>^</sup>
JV 2 <sup>^</sup>	School Paid: JV 2*	
Grade Nine 2 <sup>^</sup>	Grade Nine 2 <sup>^</sup>	
<b>Basketball: (4 boys'/4 girls') Total 8</b>	<b>Football: Total 10</b>	<b>Tennis: (2 boys'/2 girls') Total 4</b>
Board Paid: Head Coaches (1 boys'/1 girls') 2	Board Paid: Head Coach 1	Board Paid: Head Coaches (1 boys'/1 girls') 2
JV Coaches (1 boys'/1 girls') 2	Varsity Assistants 3	School Paid: Assistant Coaches (1 boys'/1 girls') 2 <sup>^</sup>
Grade Nine (1 boys'/1 girls') 2	Grade Nine 2	
School Paid: Varsity Assistants (1 boys'/1 girls') 2*	School Paid: JV 2*	
	Grade Nine 2	<b>Track: (4 boys'/4 girls') Total 8</b>
	<b>Golf: (2 boys'/2 girls') Total 4</b>	Board Paid: Head Coaches (1 boys'/1 girls') 2
	Board Paid: Head Coaches (1 boys'/1 girls') 2	Assistant Coaches (1 boys'/1 girls') 2
	School Paid: Varsity Assistants (1 boys'/1 girls') 2 <sup>^</sup>	School Paid: Assistant Coaches (2 boys'/2 girls') 4*
	<b>Soccer—Boys': Total 4</b>	<b>Volleyball: Total 4</b>
	Board Paid: Head Coach 1	Board Paid: Head Coach 1
	JV 1	JV 1
	School Paid: Varsity Assistant 1*	School Paid: Varsity Assistant 1*
	Grade Nine 1	Grade Nine 1 <sup>^</sup>
	<b>Soccer—Girls': Total 4</b>	<b>Wrestling: Total 3</b>
	Board Paid: Head Coach 1	Board Paid: Head Coach 1
	JV 1	Assistant 1
	School Paid: Varsity Assistant 1*	School Paid: Assistant 1*
	Grade Nine 1 <sup>^</sup>	
	<b>Softball: Total 6</b>	
	Board Paid: Head Coach 1	
	School Paid: Varsity Assistant 1 <sup>^</sup>	
	JV 2 <sup>^</sup>	
	Grade Nine 2 <sup>^</sup>	
<b>Dance: Total 3</b>		
Board Paid: Varsity Sponsor 1		
School Paid: Varsity Assistants 2 <sup>^</sup>		
<b>Drama: Total 3</b>		
Board Paid: Sponsor 1		
School Paid: Sponsors 2 <sup>^</sup>		

\* Must pay salary from Board scale

<sup>^</sup> Must pay salary from supplemental Board-approved salary schedule

## ATHLETIC AND RELATED ACTIVITIES IN SENIOR HIGH SCHOOLS

TITLE		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director		4353	5034	5714	6394	7074
Head Football		3628	4195	4762	5329	5895
Head Basketball (1)		3628	4195	4762	5329	5895
Asst. Football		2177	2517	2857	3197	3537
JV Basketball (1)		2177	2517	2857	3197	3537
Track (1)		2177	2517	2857	3197	3537
Baseball		2177	2517	2857	3197	3537
Softball		2177	2517	2857	3197	3537
Wrestling		2177	2517	2857	3197	3537
Volleyball		2177	2517	2857	3197	3537
Cheerleaders		2177	2517	2857	3197	3537
JROTC Rifle Team		2177	2517	2857	3197	3537
Sch Tech Coordinator		2177	2517	2857	3197	3537
Drill Corps		1814	2101	2381	2664	2948
Cross Country (1)		1814	2101	2381	2664	2948
Field Hockey		1814	2101	2381	2664	2948
Soccer (1)		1814	2101	2381	2664	2948
Tennis (1)		1814	2101	2381	2664	2948
JV Volleyball		1451	1678	1905	2131	2358
Golf (1)		1451	1678	1905	2131	2358
Swimming		1451	1678	1905	2131	2358
Chess Sponsor		1451	1678	1905	2131	2358
ROTC Drill Team		1451	1678	1905	2131	2358
Asst. Wrestling	26	1451	1678	1905	2131	2358
Asst. Field Hockey	JV SCH	1451	1678	1905	2131	2358
Asst. Track (1)	32	1088	1259	1428	1598	1769
Asst. Soccer (1)	JV SCH	1088	1259	1428	1598	1769
Freshman Basketball (1)		1088	1259	1428	1598	1769
Freshman Football		1088	1259	1428	1598	1769

## 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.

**MEMORANDUM OF AGREEMENT BETWEEN**  
**JEFFERSON COUNTY BOARD OF EDUCATION**  
**AND**  
**JEFFERSON COUNTY TEACHERS ASSOCIATION**

The Parties hereby agree:

1. An extra service salary scheduled for duties associated with assisting an athletic director and managing games and for school funded sport/support positions will be added to those extra service salary schedules currently in effect, subject to Board of Education approval;
2. The rates shall be as follows:

**Assisting athletic director and managing games**

<b>STEP 0</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>
<b>\$1700</b>	<b>\$2000</b>	<b>\$2300</b>	<b>\$2600</b>	<b>\$3000</b>

**School funded sport/support positions**

<b>STEP 0</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>
<b>\$200</b>	<b>\$500</b>	<b>\$800</b>	<b>\$1100</b>	<b>\$1400</b>

3. Schools will be required to pay the listed Board approved scale. However, step progression **is not** mandatory;
4. This specific resolution/settlement is recognized as being no precedent, shall not be construed in any way to be precedent or be used to substantiate any present or future claim by any party to rights by past practice.