



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2008-2009**

KHSAA
Form T65
Revised 4/09

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

FROM: Brigid L. DeVries, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: April 21, 2009

School	Cumberland County	Reviewed by	Gary W. Lawson
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The following is a status report regarding the required 2008 - 2009 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2009. 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)
X	T-4 (Summary Program Chart 4)	NA	T-63 (Interscholastic Survey Results)

II. Status

A.	X	2008 – 2009 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.	X	According to the 2008-2009 data, the school appears to be meeting the standards established in: <input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	X	Other Recommendation and Comments: All calculations appear to be correct, and the report is in good order. Data and responses submitted indicate the school is currently meeting the standard established in both Tests 1 and 3 for the provision of athletic opportunities. In the area of benefits, total athletic spending seems to be within acceptable parameters. Thanks for the good work on this project.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES
 (To be submitted by April 15, 2009 along with other required forms)

KHSAA Form GE19
 F:Forms/GE19
 Rev.12/08

APR 13 2009

The Cumberland County High School, Burkesville, 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.

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.)			
Glen Allen Murphy	908 North Main	270-864-5392	Athletic Director
Kay Graham-Bright	912 North Main	270-864-5392	Principal
Andrew Reliford	912 North Main	270-864-5392	Girls Basketball Coach
Brandon Combs	912 North Main	270-864-5392	Boys Basketball Coach
Carl Black	912 North Main	270-864-5392	Parent / Booster President
Susan Stalcup	912 North Main	270-864-5392	Parent / Booster Secretary
Kendra McIntyre	912 North Main	270-864-5392	Student

Scheduled a minimum of three meetings during the 2008-2009 school year on the following dates:

August 20, 2008	5:00pm @ CCMS Library
November 12, 2008	5:00pm @ CCMS Library
March 11, 2009	5:00pm @ CCMS Library

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

Name	Title	Address	Phone
Glen Allen Murphy	Athletic Director	908 North Main	270-864-5392

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

Name	Title	Address	Phone
Dennis Smith	DPP / Special Ed. Director	810 North Main	270-864-3377

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.

Kay Graham-Bright
 Principal's Signature

3/12/09 2009
 Date

John J. Hunt
 Superintendent Signature

03-27-09 Lowell Under
 School Board Chairpersons' Signature

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

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev.12/08

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	154	52%	102	49.5%
Row 2	BOYS	144	48%	104	50.5%
Row 3	Totals	298	100%	206	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations : 35

- 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 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 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 in 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: Kay Abraham-Bright Date: 3/12/09

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-2

KHSAA
 Form T2
 Rev. 12/08

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 2004-2005 School Year	Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year	Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year
GIRLS	Row 1	varsity:	7	62	0	0
	Row 2	j.v.:	2	29	0	0
	Row 3	frosh:	1	11	0	0
	Row 4	total:	10	102	0	0
BOYS	Row 5	varsity:	7	78	0	0
	Row 6	j.v.:	2	18	0	0
	Row 7	frosh:	1	8	0	0
	Row 8	total:	10	104	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: Kay Schulz-Bayler Date: 3/12/09

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-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 in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an <u>intramural team</u> .	NO		NO
2 For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable <u>interscholastic team</u> for a sport not currently offered. If yes, what sport?	NO		NO
3. 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 <u>varsity team</u> not currently offered?	NA		NA
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 <u>junior varsity or freshman team</u> that is not currently offered?	NO		NO
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	NA		NA

Plans to Address Interest:

Principal's Signature: Kay G. B. Bight Date: 3/12/09



2008-2009
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-4

KHSAA
 Form T4
 F:Forms/T4
 Rev.12/08

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:	7	62	61%
Row 2	j.v.:	2	29	28%
Row 3	frosh:	1	11	11%
Row 4	total:		102	100%
Boys				
Row 5	varsity:	7	78	75%
Row 6	j.v.:	2	18	17%
Row 7	frosh:	1	8	08%
Row 8	total:		104	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: Kay Gul-Bright Date: 3/12/09

**2008-2009
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1
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	
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School
G basketball	3,043.00	2872.00	5282.00	3683.00	50.00	174.00	10,200	3	3	96,000	GYM		
B basketball	3,182.00	2872.00	4385.00	707.00	50.00	174.00	10,200	3	3	96,000	GYM		
G softball	2920.00	2354.00	1822.00	732.00	50.00	174.00	4,560	3	2				
B baseball	2594.00	4684.00	3064.00	NA	50.00	174.00	4,560	3	2				
G cross country	166.00	350.00	1809.00	60.00	50.00	174.00	450	1	1				
B cross country	166.00	350.00	1809.00	60.00	50.00	174.00	450	1	1				
G golf	600.00	423.00	2143.00	NA	50.00	174.00	1,440	1	1				
B golf	605.00	422.00	2143.00	NA	50.00	174.00	1,440	1	1				
G soccer								NA					
B soccer								NA					
G swimming								NA					
B swimming								NA					

1. Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.

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: Ran

[Handwritten Signature]

Date: 3/12/09

**2008-2009
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	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	701.00	350.00	670.00	189.00	50.00	174.00	450.00	1				
B track	701.00	350.00	670.00	189.00	50.00	174.00	450.00	1				
G tennis	180.00	254.00	468.00	NA	50.00	174.00	960.00	2				
B tennis	180.00	254.00	468.00	NA	50.00	174.00	960.00	2				
G volleyball								NA				
B wrestling								NA				
G (list sport)								NA				
B football								NA				
G (list sport)								NA				
B (list sport)								NA				

1. Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.

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	\$ 52,967.00	53%
Girls	\$ 46,767.00	47%
Total:	\$ 99,734.00	100%

Principal's Signature: Kay A. L. B. J. Date: 3/12/09

2008-2009 KHSAA TITLE IX ATHLETICS AUDIT
Checklist - Overall Interscholastic Athletics Program

KHSAA
 Form T41
 Rev. 12/08

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. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

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			NA
Publicity			**
Support Services			NA
Athletic Scholarships			NA
Tutoring			**
Any meals provided for home			NA

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature: Kay Gehl-Bryant Date: 3/12/09



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2008-2009 SCHOOL YEAR**

KHSAA
Form T50
Rev. 08/08
Page 1 of 2

The Cumberland County Burkesville, Kentucky
High School City

certifies to the KHSAA that the following is an accurate and true representation of the facts surrounding compliance with 20 V.S.C. Sections 1681-1688, it. Seq. (also known as Title IX).

The following persons are to be identified:

School District Title IX Coordinator:

Name	Glen Allen Murphy
Professional Title	Athletic Director
Phone Number	(270) 864-5392
Address	908 North Main Street

School Title IX Coordinator:

Name	Mr. Dennis Smith
Professional Title	DPP / Exceptional Education Director
Phone Number	(270) 864-3377
Address	810 North Main Street

The following signatures verify the authenticity of the documents included:

	SIGNATURE	DATE
Principal	<i>Kay L. Birt</i>	3-12-09
School Title IX Coordinator	<i>Glen Allen Murphy</i>	3-12-09
Superintendent	<i>John G. Hunt</i>	03-27-09
District Title IX Coordinator	<i>Dennis Smith</i>	3-27-09
School Board Chairperson	<i>Lowell Guder</i>	4-8-09



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2008-2009 SCHOOL YEAR**

KHSAA
Form T50
Rev. 08/08
Page 2 of 2

School Name: Cumberland County

Gender Equity Review Committee Members:

MEMBER NAME	TITLE	SIGNATURE	DATE	(✓)
Kay Graham - Bright	Principal	<i>Kay Graham - Bright</i>	3/12/09	✓
Glen Allen Murphy	Athletic Dir.	<i>Glen Allen Murphy</i>	3/13/09	✓
Daryl Murphy	Assistant Principal	<i>Daryl Murphy</i>	3/12/09	✓
Chuck Price	Asst. Athletic Dir.	<i>Chuck Price</i>	3/12/09	✓
Andrew Reliford	Teacher / Coach	<i>Andrew Reliford</i>	3/12/09	✓
Brandon Combs	Teacher / Coach	<i>C. Brad Combs</i>	3/12/09	✓
Dennis Smith	DPP / Ex. Ed. Cord.	<i>Dennis Smith</i>	3-27-09	✓
Carl Black	Booster Club Pres.	<i>Carl Black</i>	3/15/09	✓
Mr. John Hurt	Superintendent	<i>John Hurt</i>	03-27-09	✓
Susan Stalcup	Booster Club Sec.	<i>Susan Stalcup</i>	032409	✓

- Please check (✓) if Committee member has reviewed this final submission.

SCHOOL NAME

Cumberland County

2008-2009

TITLE IX

CORRECTIVE ACTION PLAN

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, 2009.

COLUMN 1 ITEM FOR CORRECTION/IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Get more students involved in sports.	Develop more 9th and JV teams.	2012 or sooner.
Start a volleyball team for girls.	Try to develop an interest in this sport.	2012 or sooner.

Principal's Signature:



Date:

3/12/09