



**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 27, 2009

School	Harrison 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:

<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)	<b>NA</b>	T-63 (Interscholastic Survey Results)

II. Status

A.	<b>X</b>	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.	<b>X</b>	According to the 2008-2009 data, the school appears to be meeting the standards established in: <input 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.	<b>X</b>	Other Recommendation and Comments: All calculations appear correct, and the report is in good order. According to data and responses submitted, the school is meeting the standard established in Test 3 for the provision of athletic opportunities. In relation to benefits, total athletic spending is barely within acceptable parameters. The school's current Corrective Action Plan does an excellent job of addressing needs designated on the T-41 form. Thanks for the continued emphasis 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 15 2009

The Harrison County High School,  
Cynthiana, 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.)
Christine Garnett, 151 Old Georgetown Road, Cynthiana, Ky. 41031		859-298-9700	Teacher/Coach
Billy Custard, 108 Cedarcrest Court, Cynthiana, Ky. 41031,		859-234-9994,	Teacher/Coach
Jennifer Hatfield, 4931 Ky. Hwy. 32 West, Cynthiana, Ky. 41031		859-234-1781	Teacher/Coach
Mary Chasteen, 2275 Old Lair Road, Cynthiana, Ky. 41031		859-234-3506	Parent
Polly Whalen, 311 Meadow Lane, Cynthiana, Ky. 41031		859-588-3679	Student
Jarred Martin, 515 Rocky Springs Road, Cynthiana, Ky. 41031		859-588-2202	Student
Lee Kendall, 560 East Pike Street, Cynthiana, Ky. 41031		859-234-3781	Teacher/A.D.

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

September 25, 2008, HCHS Library
March 12, 2009 HCHS Library
April 6, 2009 HCHS Library

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

Name	Title	Address	Phone
Lee Kendall	Teacher/Athletic Director	560 East Pike. Cyn.Ky.	859-234-3781

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

Name	Title	Address	Phone
Lee Kendall	Teacher/A.	560 East Pike. Cyn.Ky.	859-234-3781

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.

Principal's Signature

April 14, 2009  
 Date

Superintendent Signature

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 T-1**

KHSAA  
 Form T1  
 F:Forms/T1  
 Rev.10/08

**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	495	50%	225	38%
Row 2	BOYS	500	50%	364	62%
Row 3	Totals	995	100%	589	100%

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 95

Instructions:

- 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 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 in 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: *Jane Schmidt* Date: April 14, 2009  
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**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
<b>GIRLS</b>	Row 1	varsity:	9	120	-0-	-0-
	Row 2	j.v.:	5	82	1	13
	Row 3	frosh:	3	23	-0-	-0-
	Row 4	total:	17	225	1	13
<b>BOYS</b>	Row 5	varsity:	10	227	-0-	-0-
	Row 6	j.v.:	8	104	1	9
	Row 7	frosh:	2	33	-0-	-0-
	Row 8	total:	20	364	1	9

- 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: *Juan Schmidt* Date: 4-14-09

**2008-2009**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART T-3**

KHSAA  
 Form T3  
 Rev. 12/08

**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?	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 <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?	NO		NO

**Plans to Address Interest:**

Principal's Signature:  Date: 4-14-09



**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:	9	120	54%
Row 2	j.v.:	5	82	36%
Row 3	frosh:	3	23	10%
Row 4	total:		225	100%
<b>Boys</b>				
Row 5	varsity:	10	227	62%
Row 6	j.v.:	8	104	29%
Row 7	frosh:	2	33	9%
Row 8	total:		364	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: *James Schmidt* Date: 4-14-09

**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	Booster	School	Booster	School	Booster	School
G basketball	4350	0	3057	1594	312	0	12700	0	948	0	240	0	240
B basketball	9504	2672	1872	763	0	556	26660	0	948	0	240	0	240
G softball	1623	783	1192	352	0	1344	12700	0	7950	0	240	0	240
B baseball	3910	1981	4817	19010	120	0	12700	0	4505	0	240	0	240
G cross country	0	530	448	81	135	94	2100	0	0	0	95	0	95
B cross country	0	530	448	81	135	94	2100	0	0	0	95	0	95
G golf	831	0	573	0	81	0	2600	0	0	0	80	0	80
B golf	500	0	814	0	46	0	2600	0	0	0	80	0	80
G soccer	0	3828	2339	0	165	1485	6050	0	2790	0	160	0	160
B soccer	428	1851	2007	606	0	2192	6050	0	2790	0	160	0	160
G swimming	0	0	0	0	0	0	0	0	0	0	0	0	0
B swimming	0	0	0	0	0	0	0	0	0	0	0	0	0

**Total expenditures on T-25 and T-26 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:**  **Date:** 4-14-09

**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	641	38	377	0	82	206	4725	206	1215	200	0	0
B track	41	38	284	0	0	206	4725	206	1215	200	0	0
G tennis	337	1918	225	0	197	32	2600	32	225	0	80	80
B tennis	0	1918	225	0	197	32	2600	32	225	0	80	80
G volleyball	771	794	1054	2553	0	1703	7400	1703	1348	240	0	0
B wrestling	2081	844	2703	620	883	350	6050	350	0	200	0	0
G (list sport)												
B football	23272	1151	4259	916	727	0	35360	0	4110	320	0	0
G Cheerleading							7000					0
B (list sport)												

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	\$209,937	66%
Girls	\$109,434	34%
<b>Total:</b>	<b>\$319,371</b>	<b>100%</b>

Principal's Signature: *Jana Schmidt*

Date: *4-14-09*



## 2008-2009 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA  
Form T41  
Rev. 12/08

### 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. 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
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances		X	
Coaching		X	
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships			X
Tutoring			X
Any meals provided for home			X

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

Principal's Signature: *Janna Schmidt* Date: 4-14-09

SCHOOL NAME

2008-2009

TITLE IX

CORRECTIVE ACTION PLAN

Harrison County 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, 2009.

COLUMN 1 ITEM FOR CORRECTION/IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
<p>Coaching salaries in boys and girls basketball...through the 2008-09 school year, head coaches in boys and girls basketball were allowed 48 extended days as part of their compensation. The head girls coach was retired and did not receive "extended employment". As a result, the boys coach, who was still a full-time teacher was compensated much more.</p>	<p>The Harrison County Board of Education is changing its sports salary schedule and is eliminating "extended days" as a means of compensating its coaches. Beginning with the 2009-10 school year, all coaches will be paid a straight stipend, with no extended days as a part of the salary schedule</p>	<p>Will go into effect during the 2009-10 school year.</p>
<p>Disparity in expenditures in comparing boys and girls basketball. The boys basketball team was due to purchase new game uniforms during the 2007-08 school year and the girls team was not.</p> <p>Also, the boys basketball team purchased a piece of equipment through their funds. The equipment is utilized by both the boys and girls teams, however.</p>	<p>This will be an ongoing situation, as a policy has been adopted that allows for the purchase of new uniforms every three years by both the boys and girls teams.</p>	<p>N/A</p>
<p>Disparity in expenditures between baseball and softball. This disparity is due to the money spent by the baseball team on their annual spring break trip to Florida or South Carolina. While the softball team, to this point, has chosen not to take a spring break trip.</p>	<p>Our Title IX Committee has been given the task of establishing a policy concerning out of state trips. The softball team has also been encouraged to begin taking their own spring break trip, as well.</p>	<p>2009-20010</p>

Principal's Signature:

Date:

4-14-09