

**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: 5/20/2009

School	Henry Clay High School	Reviewed by	Jenny McCarty
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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)	n/a	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.		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.	x	Other Recommendation and Comments: <ul style="list-style-type: none"> • Your corrective action plan addresses many of the concerns from your re-visit audit • Your spending is within acceptable parameters with football. Last year you spent 461.86 per male participant and 446.77 per female participant. For a school that offers football a 100.00 difference in spending is acceptable per athlete. • Thanks for all your hard work!



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

KHSAA Form GE19
F:Forms/GE19
Rev.12.08

(To be submitted by April 15, 2009 along with other required forms)

APR 14 2009

The Henry Clay High School, Lexington, 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.)			
Charles Atinay	2100 Fontaine Road Lex.KY 40502	859-381-3423	Athletic Director
John Nochta	2100 Fontaine Road Lex.KY 40502	859-381-3423	Principal
Mike Jones	2100 Fontaine Road Lex.KY 40502	859-381-3423	Assoc. Principal
Elle Bloomfield	2100 Fontaine Road Lex.KY 40502	859-381-3423	Teacher
Kevin Mims	3051 Clair Road Lex. KY 40502	859-269-6950	Parent/Girls Coach
Jordan Tarrence	2100 Fontaine Road Lex.KY 40502	859-381-3423	Boys Asst. Coach
Steven Riley	2100 Fontaine Road Lex.KY 40502	859-381-3423	Boys Coach
Sharron Wesley	2100 Fontaine Road Lex.KY 40502	859-381-3423	Asst. Athletic Director
Abby Patrick	6150 Cedar Creek Ln Lex.KY 40515	859-263-4254	Student Athlete-Girl Rep
Jordan Manley	3509 Featherston Court Lex. KY40515	859-273-4549	Student Athlete-Boy Rep

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

September 18, October 24, January 22, March 12

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

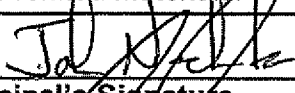
Name	Title	Address	Phone
Charles Atinay	Athletic Director	2100 Fontaine Road	859-381-3423

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

Name	Title	Address	Phone
Donald Adkins	District Athletic Director	701 E. Main Street	859-381-4769

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

4/8 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	1017	48.4%	274	39.4%
Row 2	BOYS	1084	51.6%	421	60.6%
Row 3	Totals	2101	100%	695	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: **10 M /29 F**

- 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 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.
- Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: John Neuhoff Date: 4/8/09

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:	10	177	0	0
	Row 2	j.v.:	4	70	0	0
	Row 3	frosh:	2	27	0	0
	Row 4	total:	16	274	0	0
BOYS	Row 5	varsity:	10	277	0	0
	Row 6	j.v.:	4	86	0	0
	Row 7	frosh:	2	58	0	0
	Row 8	total:	16	421	0	0

*we have ONE female participant at the VARSITY level in wrestling giving a 10th team for girls.

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

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

Principal's Signature: John Nalder Date: 4/8/09

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?	N/A		N/A

Plans to Address Interest:

As noted in previous years, there is a significant interest in ice hockey (boys), bowling (boys/girls) and lacrosse (boys) as there are several local club teams however there are no plans to add them as a school sanctioned team unless they are added by the KHSAA.

Principal's Signature : J. D. Nalton Date: 4/8/09



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:	10	177	64.6%
Row 2	j.v.:	4	70	25.5%
Row 3	frosh:	2	27	9.9%
Row 4	total:		274	100%
Boys				
Row 5	varsity:	10	277	65.8%
Row 6	j.v.:	4	86	20.4%
Row 7	frosh:	2	58	13.8%
Row 8	total:		421	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: John Nalla Date: 4/8/09

**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		
	School	Booster	School	Booster	School	Booster		School	Booster	School	Booster	
G basketball	561	2,956	4,028	4,953	394	3,052	10,283	3/2	0	0	0	0
B basketball	591	5,339	1,160	2,705	0	785	12,787	5/3	0	700	0	1,360
G softball	588	3613	0	5,191	0	1,034	10,283	4/2	0	1,588	0	0
B baseball	4,637	10,741	0	9,879	0	508	10,283	5/3	0	0	0	0
G cross country	0	250	0	0	108	386	1,575	1/1	0	0	0	0
B cross country	0	250	0	0	108	386	1,575	1/1	0	0	0	0
G golf	800	5,185	0	458	0	739	1,575	1/1	0	0	0	60
B golf	800	5,185	0	458	0	739	1,575	1/1	0	0	0	60
G soccer	3,921	1,064	1,840	2,047	478	977	14,632	4/2	0	0	0	0
B soccer	4,393	1,289	0	1,682	0	694	14,632	4/2	0	0	0	0
G swimming	0	291	283	0	48	127	3,198	2/1	0	0	0	0
B swimming	0	291	283	0	48	127	3,198	2/1	0	0	0	0

- 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.
- 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: 4/8/09

**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	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster
G track	1,219	533	0	0	175	228	3,925	2 / 1	0	0	0	0
B track	760	533	0	0	295	228	3,925	2 / 1	0	0	0	0
G tennis	204	404	379	0	0	37	2,471	2 / 1	0	0	0	0
B tennis	0	404	1,188	0	224	37	2,471	2 / 1	0	0	0	0
G volleyball	520	4,940	0	4,569	940	1,406	11,890	4 / 2	0	0	0	0
B wrestling	562	74	0	0	0	912	6,396	2 / 2	0	0	0	0
G (list sport)												
B football	16,928	3,226	3,359	3,000	1,163	2,026	38,872	12 / 3	0.00	6,239	0.00	2,376
G (list sport)												
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	\$194,446 - (\$117,257 w/o Football)	61% - (49% without Football) 461,860
Girls	\$122,406	39% - (51% without Football) 444,771
Total:	\$316,852 - (\$239,663 w/o Football)	100%

[Signature]

Principal's Signature: _____

Date: 4/8/09

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
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies		X	
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching		X	
Locker Rooms, Practice and Competitive Facilities		X	
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships			X
Tutoring			X
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: JD Nichte Date: 4/8/09

CORRECTIVE ACTION PLAN

DIRECTIONS:

- 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.
- 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.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2009.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/IMPROVEMENT	SUGGESTED CHANGE/ACTIVITIES	SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Opportunities	Coaching: Continue the pursuit of hiring female coaches for female athletic programs to better serve the female athletes; included increasing the coaches (head and assistant) of female athletic programs to Level I status.	Yearly; every May as all supplemental positions are to be "reapplied," revisit non-Level I coaches and make attempts, as necessary, to obtain/maintain equity with regard to Level I coaches
Benefits	Budget & Finances: Outlining steps to meet with boosters to create and maintain a budget before, during, and after each athletic season for continual monitoring. Insure equity between girl/boy assistant coach pay supplemented by booster	Yearly (fall & spring)
Benefits	Coaching, Performance & Responsibilities: Revise, edit, and publish "Athletic Guidelines" for all sports (district level); use "evaluations" provided to maintain equity in coaching performances	Yearly; at district A.D. revision of "FCPS High School Athletic Guidelines" (February) and have available for coaches' meeting held at the end of each summer prior to the ensuing
Opportunities	Facilities, Supplies, & Storage: Continue annual self-audit of equipment and supplies inventory of each program to obtain/maintain equity; included, the established "Uniform Rotation Plan" (revised/updated as necessary) and facilities & storage designations and usage	Every 2-years (spring); utilize plan to address any inequities in locker rooms and/or competition facilities
Benefits	Gender Equity Committee Meeting Minutes: improve upon quality and method of keeping minutes of all Title IX gender equity meetings and submit with annual Title IX report	2009-2011 submit to KHSAA; yearly thereafter

Jack Nelson

Principal's Signature:

4/8/09

Date: