



**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: May 20, 2009

School	Johnson Central High School	Reviewed by	Martha Mullins
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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>N/A</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>	<p>According to the 2008-2009 data, the school appears to be meeting the standards established in:</p> <p><input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment)</p> <p><input checked="" type="checkbox"/> Test 2 (History and continuing practice of program expansion)</p> <p><input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p>
E.	<b>X</b>	<p>Other Recommendations and Comments:</p> <p>The KHSAA recommends that a meeting of the Gender Equity Review Committee be held in each sports season, i.e. Fall, Winter, and Spring. None was listed on the report for the Winter season.</p> <p>Please advise, <b>by June 15, 2009</b>, if the policy on awards has been completed, and if it has, please forward a copy. No system appeared to be reflected in the expenditures for this benefit.</p> <p>Good report!</p>

*Handwritten notes:*  
after  
will provide  
summary  
2009  
4/21/09



**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 15 2009

The Johnson Central High School, Paintsville, 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.)	

See attached list.

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

October 6, 2008
March 31, 2009
May 7, 2009

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

Name	Title	Address	Phone
Joey Estep	Athletic Director	257 N Mayo Trail, Paintsville, 41240	606-789-2500

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

Name	Title	Address	Phone
Harry Burchett	Dist. Tech Coord./Safe Schools	257 N Mayo Trail, Paintsville, 41240	606-789-2530

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.

Phillip Wueman  
Principal's Signature

April 10 2009  
Date

Steve Trindle  
Superintendent Signature

Bob Hutchins  
School Board Chairpersons' Signature

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

**2008 - 2009 GENDER EQUITY COMMITTEE**  
**JOHNSON CENTRAL HIGH SCHOOL / JOHNSON COUNTY**

Chairperson	Joey Estep
Girls' Coaching Staff Representatives	Dwight Chafins Debbie McCool
Boys' Coaching Staff Representatives	Shawn Hall
District Title IX Resource Person	Harry E. Burchett
School Board Member	Bob Hutchison
School Curriculum / Counseling	Noel Crum
Parent Representative	Lisa Wireman
Student Representative	Chelsea Salyer
Middle School Principal	Tim Adams
YSC Director	Karen Salyers
Athletic Director	Joey Estep
High School Principal	Phillip Wireman
Teacher/SBDM	Darren Gamble
Asst. Principal	Danny Johnson
Asst. Principal	Stuart Cook



**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	538	53%	268	47%
Row 2	BOYS	478	47%	302	53%
Row 3	Totals	1016	100%	570	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 39

- 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: *Phillip Wuermer* Date: April 10, 2009

**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	180	2	40	
	Row 2	j.v.:	4	58	1	13	
	Row 3	frosh:	3	30	2	18	
	Row 4	total:	16	268	5	71	26%
<b>BOYS</b>	Row 5	varsity:	10	224	2	38	
	Row 6	j.v.:	3	57	0	0	
	Row 7	frosh:	2	21	0	0	
	Row 8	total:	15	302	2	38	13%

- 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 *Phillip Wuerma* Date: April 10, 2009

**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).**

	<b>GIRLS</b> (Yes / No)		<b>BOYS</b> (Yes / No)
<b>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>.</b>	N		N
<b>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?</b>	N		N
<b>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?</b>	N		N
<b>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?</b>	N		N
<b>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?</b>	N/A		N/A

**Plans to Address Interest:**

Principal's Signature Phillip Wuermer Date: April 10, 2009



2008-2009

**ACCOMMODATION 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	180	67%
Row 2	j.v.:	4	58	22%
Row 3	frosh:	3	30	11%
Row 4	total:		268	100%
<b>Boys</b>				
Row 5	varsity:	10	224	74%
Row 6	j.v.:	3	57	19%
Row 7	frosh:	2	21	7%
Row 8	total:		302	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: Phillip W. Wuermer Date: April 10, 2009

**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
G basketball	6713	8972	7942	5950	240	1123	8450	3	20289	N/A	N/A	N/A
B basketball	3941	8011	7597	3149	240	306	8450	3	20289	N/A	N/A	N/A
G softball	10924	299	7759	0	185	109	4000	3	3000	N/A	N/A	N/A
B baseball	4821	6905	9743	973	50	N/A	4000	3	N/A	N/A	N/A	N/A
G cross country	59	N/A	242	N/A	66	N/A	1000	1	N/A	N/A	N/A	N/A
B cross country	58	N/A	242	N/A	48	N/A	1000	1	N/A	N/A	N/A	N/A
G golf	487	N/A	886	N/A	50	N/A	1500	1	N/A	N/A	N/A	N/A
B golf	487	N/A	886	N/A	50	N/A	1500	1	N/A	N/A	N/A	N/A
G soccer	993	N/A	770	N/A	50	N/A	3000	2	N/A	N/A	N/A	N/A
B soccer	993	N/A	770	N/A	50	N/A	3000	2	N/A	N/A	N/A	N/A
G swimming	3758	2054	2692	1864	55	411	2275	1	8500	N/A	N/A	N/A
B swimming	633	1654	2693	1863	35	412	2275	1	8500	N/A	N/A	N/A

59,679  
51,923  
26,276  
26,492  
1,367  
1,348  
2,923  
2,923  
4,819  
4,819  
21,609  
18,106

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: Phillip LeVerna 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	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster
G track	2164	N/A	1891	N/A	56	N/A	1500	1 / 1	5000	N/A	N/A	N/A
B track	1116	N/A	1891	N/A	56	N/A	1500	1 / 1	5000	N/A	N/A	N/A
G tennis	335	N/A	838	N/A	24	N/A	2000	1 / 1	N/A	N/A	N/A	N/A
B tennis	335	N/A	837	N/A	14	N/A	2000	1 / 1	N/A	N/A	N/A	N/A
G volleyball	2094	1041	3796	50	238	1640	4000	3 / 3	20000	N/A	N/A	N/A
B wrestling	2113	N/A	7603	N/A	135	N/A	4000	2 / 1	N/A	N/A	N/A	N/A
G (list sport)												
B football	22515	8060	7304	2785	1064	692	19450	6 / 3	N/A	N/A	N/A	N/A
G (list sport)												
B (list sport)												

10,611  
9,563  
9,197  
3,186  
3,759  
1,651  
870

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
302	Boys	194,094	54%
268	Girls	163,334	46%
	<b>Total:</b>	<b>357,428</b>	<b>100%</b>

Principal's Signature: Phillip Wuma 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: Phillip W. Wren Date: April 10, 2009

SCHOOL NAME

2008-2009

TITLE IX

Johnson Central High School

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, 2008.

COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE
See Attached Plan		

Principal's Signature: *Phyllis Wiener*

Date: 4/14/09

**JOHNSON COUNTY SCHOOLS  
2008-2009 TITLE IX/EQUITY PLAN**

**Reviewed by Johnson County BOE  
Updated by Equity Committee on March 31, 2009(in bold)**

Strategies/Activities	Person(s) Responsible	Start Date	End Date
1. As a part of the JCHS Consolidated Planning Needs Assessments, survey female students to determine what sports are viable offerings in [2000-2001] and in 2001-2002. [Annually]	Steve Trimble Harry Burchett Charlotte Dockery	February 2001	March 2001
2. Offer one additional girls' sport at JCHS in 2000-2001 and explore the feasibility of adding another girls' sport in 2001-2002. [Girls' JV volleyball was implemented Fall Semester 2000.]	Harry Burchett Steve Trimble	Fall Semester 2000	May 2001
2.5 Expand into Girls' Varsity Volleyball in 2001-02. [Implemented]	Harry Burchett Steve Trimble	Fall Semester 2001	June 2002
3. Develop an Equity Component and/or specific Equity Action Plans to the JCMS Consolidated Plan to address male-female student achievement differences evidenced on the latest CATs results. [Completed]	Steve Whitaker Ben Hamilton Tim Adams	August 2000	On-going
4. At JCHS, gradually improve (consistent with the school's Perkins Vocational Plan) male-female balance in vocational classes that traditionally have been either male or female dominant. [In Progress]	Charlotte Dockery Steve Trimble	August 2000	On-going
5. At JCHS, gradually improve the parity of male and female student performance on all sections of the ACT exam and state accountability assessments. [In Progress]	Charlotte Dockery	August 2000	On-going