

**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 26, 2009

School	Madison Southern High School	Reviewed by	Gordon D. Bocock
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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)		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 checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.		Other Recommendation and Comments: Several items of concern appear in this report and need to be addressed by the Gender Equity Committee as possible red flag issues. 1. The Gender Equity Committee meetings are to be held three times a year but often there is need to meet more than this. When only three meetings are held during a year it is recommended that they be held during the three sports seasons (Fall – Winter – Spring) so that coaches in each of these respective seasons can have input with the committee. 2. This report does not reflect that there are any student athletes on the Gender Equity Committee. It is "highly" recommended that this issue be corrected and a male and female student athlete become an active part of this committee. 3. The Gender Equity Committee needs to take a serious look at the overall expenditures between boys and girls athletics. With the figures given in this report the school is spending \$726.12 per male athlete compared to \$402.61 female athlete. This is a difference of \$323.51. When you are a football playing school these figures will never be equal but when the difference in spending per

male athletes compared to per female athletes is more than \$100.00 a potential red flag goes up. This is even harder to explain when the T-1 report indicates that 53% of the students participating are females. Areas to look at are:

- Baseball was the only Spring Sport that the "school" spent any monies on for equipment and supplies. The boosters did spend some on Softball but nothing compared to their like sport.
- The report indicates that \$34,145.00 was spent on equipment and supplies for male athletic teams compared to \$17,307 being spent on female equipment and supplies. This could well be a red flag issue. Many times there is a reason for such a difference but it is not reflected in this report.
- The school indicates that no money is spent by the school on awards and the spending of booster clubs is many times different in like sports. The report further indicates that eight sports receive no awards. The Gender Equity Committee needs to re-evaluate the schools current Awards Policy and to see if it needs updated and to send a copy of the policy to the KHSAA when it is reviewed.
- In several areas the coaching salaries are different in like sports. A copy of the Madison County Coaching Stipends should be sent to the KHSAA.

If changes need to be made in any of the areas listed above it should be reflected in a corrective action plan and all of this should be documented in the minutes of the Gender Equity Committee. Minutes of the Gender Equity Committee meetings should be sent as an addition to the yearly report and placed in the KHSAA Title IX file for your school.



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

The Madison Southern High School, Berea, 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.)
David Gilliam	625 Apache Dr. Paint Lick KY	859-986-8424	Principal
Doug Saltee	1024 Royal Crest Dr. Richmond KY	859-624-1577	Athletic Director
Jill Abney	279 Glades Rd. Berea KY	859-986-8424	G&B XC Head Coach, Assistant BKG
Shane Buttry	279 Glades Rd. Berea KY	859-302-1939	Head BKB Coach
David Brumley	279- Glades Rd. Berea KY	859-986-8424	Head FB Coach
Elaine Phillips	279 Glades Rd. Berea KY	859-986-8424	Head TNG & TNB Coach
Katy Cress	279 Glades Rd. Berea KY	859-986-8424	Head SOG Coach
Linda Wendt	50 Hickory Lane Berea KY	859-985-7858	Parent
Mark Jeck	604 Kenway Drive Berea KY	859-985-8847	Parent

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

February 5, 2009	4:30 PM
February 26, 2009	4:30 PM
April 13, 2009	4:30 PM

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

Name	Title	Address	Phone
Doug Saltee	Athletic Director	See Above	859-314-2177

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

Name	Title	Address	Phone
Vicki Moberly	Gifted and Talented Coordinator	550 S. Keeneland Dr. Richmond, KY 40475	859-624-4500

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

 Superintendent Signature

4-13-09 20

 Date

 School Board Chairpersons' Signature



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

KHSAA
Form T1
F:Form/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	501	49.55%	239	53.11%
Row 2	BOYS	510	50.45%	211	46.89%
Row 3	Totals	1011	100%	450	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 17

- 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: [Signature] Date: 4-13-09

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


KUISAA
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:	8	134	1	9	6.7%
	Row 2	j.v.:	4	73	1	20	27.4%
	Row 3	frosh:	3	32	1	10	31.25%
	Row 4	total:	15	239	3	39	16.31%
BOYS	Row 5	varsity:	8	118	1	8	6.8%
	Row 6	j.v.:	4	70	0	0	
	Row 7	frosh:	2	12	0	0	
	Row 8	total:	14	211	1	8	3.8%

- 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:  Date: 4-13-09

KHSAA
Form T3
Rev. 12/08

**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 interscholastic team for a sport not currently offered. If yes, what sport?	YES BOWLING		YES BOWLING
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		FRESHMEN FOOTBALL
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?	YES		YES

Plans to Address Interest: We started a Bowling Team this year.

Principal's Signature :  Date: 4-13-09



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:	8	134	56.1%
Row 2	j.v.:	4	73	30.5%
Row 3	frosh:	3	32	13.4%
Row 4	total:	15	239	100%
Boys				
Row 5	varsity:	8	129	61.1%
Row 6	j.v.:	4	70	33.2%
Row 7	frosh:	2	12	5.7%
Row 8	total:	14	211	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: _____

Date: _____

**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)	
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G basketball	701	6026	3012	0	602	29,870	5	3	0	0	350	40
B basketball	0	8256	2869	400	948	27,577	5	3	0	200	350	0
G softball	0	5778	739	0	456	4346	3	3	0	488	0	0
B baseball	3563	10,274	749	0	791	4889	3	3	0	2282	0	0
G cross country	46	0	330	0	0	961	1	1	0	0	109	0
B cross country	46	0	330	0	0	961	1	1	0	0	109	0
G golf	0	0	55	0	0	1535	2	1	0	0	109	0
B golf	0	0	637	0	0	1535	2	1	0	0	109	0
G soccer	0	3693	1559	0	1188	8154	3	2	0	1276	109	0
B soccer	0	3111	1936	0	1153	7379	3	2	0	596	109	0
G swimming												
B swimming												
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:

4-13-09

**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	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	0	0	646	0	0	0	2364	2	1	0	0	0
B track	0	0	646	0	0	0	2364	2	1	0	0	0
G tennis	0	0	423	0	0	0	1300	1	1	0	0	0
B tennis	0	0	423	0	0	0	1300	1	1	0	0	0
G volleyball	0	1063	2754	0	0	0	5994	2	3	0	0	109
B wrestling												
G (list sport)												
B football	7731	1164	3737	0	0	0	37,394	8	2	0	0	109
G (list sport)												
B (list sport)												

- 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 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	\$153,213	61.4
Girls	\$96,224	38.6
Total:	\$249,437	100%

Principal's Signature:



Date:

4-13-09

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			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			NA
Tutoring			NA
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:  Date: 4-13-09

SCHOOL NAME

Madison Southern

2008-2009

TITLE IX

CORRECTIVE ACTION PLAN

KHSAA Form 160 Rev. 12/08

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.

ITEM FOR CORRECTION/IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Actual Expenditures	Increase Booster Spending for girls sports by: *Paying for overnight trips for girls teams *Paying for team meals for girls teams	August 2010
Facilities	Build new locker rooms, expand gymnasium, add new coaches offices for use of boys and girls basketball teams.	December 2009

Principal's Signature: 

Date: 4-15-09