

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

KHSAA  
Form T65  
Revised 3/08

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

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

Date: 4/15/2009

School	Morgan County	Reviewed by	Jenny McCarty
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The following is a status report regarding the required 2007 - 2008 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2008. 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>	2007 – 2008 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 2007-2008 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.	<b>X</b>	Other Recommendation and Comments: <ul style="list-style-type: none"> <li>• You school should be commended for addressing all of the concerns from the status report sent last year.</li> <li>• It appears your new award policies will provide equity in this benefit area next year.</li> <li>• There were no students listed on your gender equity review committee this year. Please remember that students play a vital role in committee membership.</li> </ul>



# 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 13 2009

The MORGAN COUNTY High School, WEST LIBERTY, 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.)			
Joe Dan Gold	489 Prestonsburg Street	606-743-8002	Superintendent
Deatrah Barnett	489 Prestonsburg Street	606-743-8002	District Title IX Coord.
Addison Whitt	150 Road To Success	606-743-8052	Principal
Chris Trusty	150 Road To Success	606-743-8052	Athletic Director
Tammy Hensley	150 Road To Success	606-743-8102	Head Volleyball/Softball
Jeff Brown	150 Road To Success	606-743-8052	Girls Basketball Head Coach
Justin Daniels	150 Road To Success	606-743-8052	Girls Basketball Asst. Coach
Teddy Peyton	150 Road To Success	606-743-8052	Asst. Volleyball Coach
Carla Cole	150 Road To Success	606-743-8052	Parent

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

November 17 <sup>th</sup> , 2008
March 2 <sup>nd</sup> , 2009
April 2 <sup>nd</sup> , 2009

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

Name	Title	Address	Phone
Chris Trusty	Athletic Director	150 Road To Success	606-743-8052

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

Name	Title	Address	Phone
Deatrah Barnett	District Title IX Coord.	489 Prestonsburg Street	606-743-8002

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.

*William A. Bell* 4/9 20 09  
Principal's Signature Date

*Joe Dan Gold* *Patty Hutchinson*  
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	311	48.0%	147	48.7%
Row 2	BOYS	337	52.0%	155	51.3%
Row 3	Totals	648	100%	302	100%

Instructions:

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

- 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: \_\_\_\_\_ Date: 4/9/09  
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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
<b>Program</b>		<b>Number of Teams Currently Offered</b>	<b>Number of Participants</b>	<b>Number of Teams Added Since the beginning of the 2004-2005 School Year</b>	<b>Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year</b>	<b>Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year</b>
<b>GIRLS</b>	Row 1	varsity:	7	82	1	
	Row 2	j.v.:	4	46	0	
	Row 3	frosh:	1	19	0	
	Row 4	total:	12	147	1	2.7%
<b>BOYS</b>	Row 5	varsity:	7	103	0	
	Row 6	j.v.:	5	52	0	
	Row 7	frosh:	0	0	0	
	Row 8	total:	12	155	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:  Date: 4/9/09

**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?	Soccer		Wrestling
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?	Yes		Yes-- Minimal

**Plans to Address Interest:**

A follow up meeting was conducted for girl's that were interested in soccer however, there was not sufficient interest when there was an announcement. Due to lack of interest, soccer was not created. In addition, there are facility and coaching concerns with forming a viable and competitive program as well. Overall, there was no interest in beginning a girls soccer program. The same held true for boys wrestling, there was not enough interest to form a competitive team, as well as facility and coaching leadership concerns.

Principal's Signature :                     Adrian Walt                     Date:                     4/9/09



**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	82	55.8%
Row 2	j.v.:	4	46	31.3%
Row 3	frosh:	1	19	12.9%
Row 4	total:	12	147	100%
<b>Boys</b>				
Row 5	varsity:	7	103	66.5%
Row 6	j.v.:	5	52	33.5%
Row 7	frosh:	0	0	0.0%
Row 8	total:	12	155	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: Allen A. Pitt Date: 4/9/09

**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
G basketball	4163	0	2832	0	771	0	9327	3 / 2	0	0	0	0
B basketball	3817	0	3041	0	824	0	8470	2 / 2	0	0	0	0
G softball	1845	0	2337	0	555	0	2750	2 / 2	1495	0	0	0
B baseball	4892	0	4704	0	0	0	2250	2 / 2	1650	0	0	0
G cross country	727	0	2168	0	0	0	1000	1 / 1	0	0	0	0
B cross country	344	0	1480	0	0	0	1000	1 / 1	0	0	0	0
G golf	364	0	764	0	0	0	2000	1 / 1	0	0	0	0
B golf	640	0	326	0	0	0	2000	1 / 1	0	0	0	0
G soccer												
B soccer												
G swimming												
B swimming												

Total expenditures on I-25 and I-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	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster	
G track	713	0	2077	0	0	0	2500	2	1	44065	0	0	0
B track	713	0	2077	0	0	0	1500	2	1	44065	0	0	0
G tennis	2730	0	2167	0	122	0	2000	1	1	0	0	0	0
B tennis	2469	0	2167	0	122	0	1000	1	1	0	0	0	0
G volleyball	5645	0	3153	0	150	0	2500	2	2	0	0	0	0
B wrestling													
G (list sport)													
B football	10681	8522	6614	0	1182	0	9807	5	2	0	0	0	0
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	\$126,357	815.20 / p.A
Girls	\$100,920	684.53 /
<b>Total:</b>	<b>\$227,227</b>	<b>100%</b>

Principal's Signature: *Charles A. Bell* Date: 4/9/09



## 2008-2009 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA  
Form T41  
Rev. 12/08

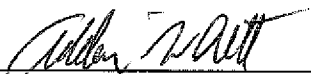
### Checklist - Overall Interscholastic Athletics Program

**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:  Date: 4/9/09



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

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

The MORGAN COUNTY WEST LIBERTY, 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	DEATRAH BARNETT
Professional Title	ASSISTANT SUPERINTENDANT / DIST. TITLE IX
Phone Number	(606) 743-8002
Address	489 Prestonsburg St. W. Liberty 41472

School Title IX Coordinator:

Name	CHRIS TRUSTY
Professional Title	ATHLETICS DIRECTOR
Phone Number	(606) 743-8052
Address	150 ROAD TO SUCCESS W. LIBERTY 41472

The following signatures verify the authenticity of the documents included:

	SIGNATURE	DATE
Principal	<i>Adrian Wall</i>	4/9/09
School Title IX Coordinator	<i>Chris Trusty</i>	4-1-09
Superintendent	<i>Joe Don Bold</i>	4-9-09
District Title IX Coordinator	<i>Deatrah Barnett</i>	4/9/09
School Board Chairperson	<i>Patty Hutchinson</i>	4-9-09



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

KHSAA  
Form T50  
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Page 2 of 2

School Name: MORGAN COUNTY WEST LIBERTY, KY

**Gender Equity Review Committee Members:**

MEMBER NAME	TITLE	SIGNATURE	DATE	(✓)*
Chris Trusty	Athletic Dir.	Chris Trusty	4-2-09	✓
Addison Whit	Principal	Addison Whit	4-9-09	✓
Tammy Henstey	Coach	T Henstey	4-9-09	✓
Teddy Peyton	Asst. Coach	Teddy Peyton	4-9-09	✓
E. Justin Daniels	ASST Coach	E. Justin Daniels	4-9-09	✓
D. Barnett	TIX Coor.	D Barnett	4/9/09	✓
JOE DAN GOLD	SUPT.	Joe Dan Gold	4-9-09	✓

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

2008-2009  
TITLE IX

CORRECTIVE ACTION PLAN

SCHOOL NAME

MORGAN COUNTY

**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
ATHLETIC POLICIES	Incorporate more specific policies that address how awards will be issued by sport.	August 2009 Begin Implementation of new specific awards receiving policies
	This will not include participation certificates and letterman pins, as that issue is outlined and addressed, but rather, specific trophies by sport and manage a feasible number of trophies per sport for equity.	

Principal's Signature: *[Signature]* Date: 4/9/09

**KHSAA Title IX  
MORGAN COUNTY HIGH SCHOOL  
WEST LIBERTY, KENTUCKY 41472**

**RE: 2007-2008 RECOMMENDATIONS LIST  
Annual Report Submission Status Report**

**II. Part E.**

- **Recommended that Morgan County High School provide all transportation costs (even if paid for) by the board of education**

**You will notice in the 2008-2009 report that all transportation costs are now identified for each sport**

- **Recommended that we submit our policies regarding awards distribution**

**We created a policy that governs our sports banquets for 2008-2009 to ensure equality of all of our sports teams and elected to do so by "season" for example, our football, boy's and girl's cross country, boy's and girl's golf, and volleyball have a combined sports banquet in which all student athletes are recognized together and receive a letterman pin (based on our varsity criteria policy) and certificate of participation. Specific trophies were at the discretion of the individual sport and although medallions were used by comparable football/volleyball programs, we will be implementing a more specific "trophy" distribution by sports (banquets) that will begin with the 2009-2010 school year. As we look to manage our policies in a more efficient and equitable manner, we wanted to note the**

**continuing improvement and efforts made to make all sports equitable, especially in terms of awards, which we still identify on our corrective action plan. This report will also show that some sports programs elected to have individual awards banquet(2007-2008) prior to our incorporation of the new policy (2008-2009) and some programs elected to not have them, thus the discrepancy among money used for awards of some programs.**

**Overall, MCHS continues to strive for 100% complete compliance of all Title IX regulations, we felt it was necessary to point out what steps we have taken to improve and policies incorporated to make sure we are progressing forward in an equitable and manageable manner.**