

KHSAA TITLE IX ANNUAL REPORT SUBMISSION

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

FRON: Brigid L. DeVries, Commissioner
Daren Bilbery, Assistant Commissioner
DATE: May 7:2009
Schoo $:$ Muhlenberg North $\quad$ Reviewed by Gary W, Lawson

The following is a status report regarding the required 2008-2009 Title $1 \times$ 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 | $\mathrm{T}-35$ (Budget Expenses) |
| :---: | :--- | :---: | :--- |
| X | $\mathrm{T}-1$ (Summary Program Chart 1) | X | $\mathrm{T}-36$ (Budget Expenses) |
| X | $\mathrm{T}-2$ (Summary Program Chart 2) | X | T-41 (Checklist - Overall Interscholastic Program) |
| X | $\mathrm{T}-3$ (Summary Program Chart 3) | X | T-60 (Corrective Action Plan) |
| X | $\mathrm{T}-4$ (Summary Program Chart 4) | NA | T-63 (Interscholastic Survey Results) |


| Status |  |  |
| :---: | :---: | :---: |
| A. |  | 2008-2009 Forms are satisfactory and no further information or action is necessary at this time. |
| B. | X | Errors have been noted with respect to the following forms: Frrors found on the T-1 form are corrected on the attachment. Please place corrected data in the school's Title IX file. |
| C. |  | The following forms were omitted and must be submitted by school representatives: |
| D. | X | According to the 2008-2009 data, the school appears to be meeting the standards established in: <br> $\square$ Test 1 (Athletic participation is proportionaie to enrollment) <br> 区 Test 2 (History and continuing practice of program expansion) <br> 区iTest 3 (Full and effective accommodation of interests and abilites) |
| E. | X | Other Recommendation and Comments: Accorcing to data, calculations, and responses submited, it is likely that the school is meeting the standard established in both Tests 2 and 3 for the provision of athletic opportunities. The school offers all KHSAA sanctioned sports forgirls at the varsity level as well as 17 total team opportunities for girls compared to 15 for boys. In the area of benefits, total athletic spending appears to be within acceptable parameters on both a percentage and per athlete basis. Good luck with the district's consolidation process. |

Participation Opportunities Test One


Instructions:
*Number of $8{ }^{\text {th }}$ grade students $\&$ below used in Column 3 and Column 4 calculations $\qquad$

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 girts 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 pius 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 $8^{\text {ti }}$ 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 $8^{\text {th }}$ 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:


Date: $4-27-09$
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## KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION <br> 2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES <br> (To be submitted by April 15, 2009 along with other required forms)

The $\qquad$ High School, $\qquad$ Kentucky (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 Tittle (X)

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.)


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

```
Aug, 20,2008
```

Designated the following persons) as the Title IX coordinator for the school:

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
| Brad Divine | Ass Principal $/$ AD | 301 meadow Mil | $543-3637$ |

Designated the following persons) as the Title IX coordinator for the district:

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
| MiKe Demand | PP |  | $338-287 \%$ |

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.


$$
4-27 \quad 2005
$$

Date

School Board Chairpersons' Signature
(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)


KHSAA TITLE IX RE-VISIT VERIFICATION OF FORMS

The

, Kentucky 2008-2009 SCHOOL YEAR
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:


School Title IX Coordinator:


The following signatures verify the authenticity of the documents included:



KHSAA TITLE IX REVISIT

School Name: $\qquad$ Muhleaberg North High Shool

Gender Equity Review Committee Members:


- Please check ( $\checkmark$ ) if Committee member has reviewed this final submission.

Participation Opportunities Test One

|  |  | (Column 1) | (Column 2) | (Column 3) | (Column 4) |
| :---: | :--- | :--- | :--- | :--- | :--- |
|  | Program | Enrollment | Percentage of <br> Total <br> Enrollment | Number of <br> Interscholastic <br> Participants <br> (double and <br> triple count) | Percentage of <br> Total <br> Participation |
| Row 1 | GIRLS | 355 | $47.7 \%$ | 146 | 43.5 |
| Row 2 | BOYS | 390 | $52.3 \%$ | 190 | 56.5 |
| Row 3 | Totals | 745 | $100 \%$ | 336 | $100 \%$ |

Instructions:
*Number of $8{ }^{\text {th }}$ grade students \& below used in Column 3 and Column 4 calculations $\qquad$

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 $8^{\text {th }}$ 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 $8^{\text {th }}$ 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:


Date: 4-27-09
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## Participation Opportunities Test Two



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. egg. 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: $\qquad$ Date: $427-05$

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 | 57 | $40.7 \%$ |
| Row 2 | j.v.: | 5 | 61 | 43.670 |
| Row 3 | frosh: | 3 | 22 | 15.79 |
| Row 4 | total: |  | $140$ | $4000$ |
| Boys |  |  |  |  |
| Row 5 | varsity: | 9 | 91 | 48.47 |
| Row 6 | j.v.: | 4 | 77 | 40.92 |
| Row 7 | frosh: | 2 | 20 | $10.7 \%$ |
| Row 8 | total: |  | $188$ | $1012$ |

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: $\qquad$ Date: $4-27-05$


|  | equipment and supplies |  | travel |  | awards |  | coaches' salaries ( to include supplemental and extended employment; dollar amount required) |  | facillities improvements |  | publications (if sport-specific) |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Expenditures |  | Expenditures |  | Expenditures |  | Expenditures |  | Expenditures |  | Expenditures |  |
|  | School | Booster | School | Booster | School | Booster | School | \# of Coaches <br> for all levels / <br> \# of Tearts for <br> alt levels | School | Booster | School | Booster |
| G track | \$946.78 | \$250 | 574.35 | 0 | 233.55 | 0 | 750 | 1 | 0 | 0 | 0 | 0 |
| B track | \$ 946.78 | \$250 | 574.35 | 0 | 233.55 | 0 | 750 | 1 | 0 | 0 | 0 | 0 |
| G tennis | 455.25 | 5150 | 264.0 | 0 | $150{ }^{00}$ | 0 | 1000 | 11 | 0 | 0 | 0 | O |
| B tennis | 455.25 | 5/5.0\% | 264.00 | 0 | 150.00 | 0 | 1000 | 11 | 0 | 0 | 0 | 0 |
| G volleyball | 1770 | 860.0 | 698.22 | 0 | 500 | 0 | 1500 | $13$ | 0 | 0 | 0 | 0 |
| B wrestling | NA | $N A$ | $N A$ | 0 | $N /$ | NA | NA | $N A$ | $N / A$ | $N A$ | $N A$ | $N A$ |
| G (Jist sport) | - | - | - | 0 | - | - | - | $N A$ | - | - | - | - |
| $B$ football | 5602.90 | 1700.00 | 5,174. $\alpha_{0}$ | 0 | 1753.50 | 0 | 15.528 .50 | $43$ | 0 | C) | 0 | 0 |
| G (list sport) | - | $\cdots$ | - | 0 | - | - | - | - | - | - | - | - |
| B (list sport) | - | - | - | 0 | - | - | - | $\sim$ | - | - | - | - |

1. Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monles 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

$$
\begin{array}{l|l} 
& \text { Expenditures } \\
& \$ 90,343.09 \\
& \$ 70,344.03 \\
\text { Total: } & \$ 160,687.12
\end{array}
$$

|  | equipment and supplles |  | travel |  | awards |  | coaches' salaries <br> ( to include <br> 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 | 5711.42 | 1000 | 4812.95 | 0 | 1188 | 80000 | $16,711.90$ | 43 | 0 | 0 | 0 | 0 |
| $B$ basketball | 551940 | 1000 | 3276.21 | 0 | 1180.00 | 800.0 | $16,711.90$ |  | 0 | 0 | 0 | 0 |
| G softball | 4013.48 | \$1500.00 | 2415.95 | 0 | 783.50 | 692.00 | 4500 | $2$ $3$ | 0 | 0 | 0 | $\bigcirc$ |
| B baseball | 279294 | \$1500.** | 1867.40 | 0 | 430 | $650^{\circ}$ | 4500 | $23$ | 0 | 0 | 0 | 0 |
| G cross country | 570.54 | 410.00 | 429.36 | 0 | $75^{\circ}$ | 200 | 1000 | $1,1$ | 0 | 0 | 0 | 0 |
| $B$ cross country | 570.54 | 410.40 | 429.36 | 0 | 75.4* | 200 | 1000 |  | 0 | 0 | 0 | 0 |
| G golf | 1721.22 | 315.00 | \$50 | 0 | 125 | 205 | 1500 | $12$ | 0 | 0 | 0 | C) |
| B golf | 1121.22 | $315^{00}$ | 850 | 0 | 125 | 205 | 1500 |  | 0 | 0 | 0 | 0 |
| G soccer | 2445.24 | 600 | 1117.79 | 0 | 400.00 | 250 | 4000 | $22$ | 0 | 0 | 0 | 0 |
| B soccer | 1086.74 | 750 | 1631.24 | 0 | 444.72 | Reo | 4000 | $23$ | 0 | 0 | 0 | 0 |
| G swimming | 76.577 | 145 | $125 .{ }^{20}$ | 0 |  | 18 | 500 | $131$ | 0 | 0 | 0 | 0 |
| B swimming | 165.77 | 145 | $125{ }^{\circ}$ | 0 | 4876 | 130 | 500 | $1$ | 0 | 0 | 0 | 0 |

$\frac{\text { ACTUAL EXPENDITURES --PROGRAM }}{\frac{2008-2009}{\text { CO INCLUDE BOOSTER CLUB FUNDING }} \text { COMART } 1}$

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. Booster Clubs - Reference KHSAA Bylaw 27)

## 2008-2009 <br> ACCOMMODATION OF INTERESTS AND ABILITIES <br> SUMMARY PROGRAM CHART T-3

## Participation Opportunities Test Three

FOR ANY QUESTION ANSWERED "YES "IDENTIFY THE RESPECTIVE SPORTS).


## Plans to Address Interest:

Principal's Signature : $\qquad$ Date: $\qquad$

# 2008-2009 KHSAA TITLE IX ATHLETICS AUDIT <br> 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.

|  | ADVANTAGE TO: |  |  |
| :--- | :--- | :--- | :--- |
| Areas of Compliance: | GIRLS' <br> PROGRAM | BOYS' <br> PROGRAM | NEITHER <br> PROGRAM |
| OPPORTUNITIES |  |  |  |
| Accommodation of Interest and Abilities |  |  |  |
| BENEFITS |  |  |  |
| Equipment and Supplies |  |  |  |
| Scheduling of Games and Practice Time |  |  |  |
| Travel and Per Diem Allowances |  |  |  |
| Coaching |  |  |  |
| Locker Rooms, Practice <br> and Competitive Facilities |  |  |  |
| Medical and Training Facilities <br> and Services |  |  |  |
| Publicity |  |  |  |
| Support Services |  |  |  |
| Athletic Scholarships |  |  |  |
| Tutoring |  |  |  |
| Any meals provided for home |  |  |  |

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

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.

