

**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: 5-8-2009

School	Paris High School	Reviewed by	Reba Woodall
--------	-------------------	-------------	--------------

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)
	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)	na	T-63 (Interscholastic Survey Results)

II. 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: 1. Math error on T1. Corrected copy sent to school for placement in the 2008-2009 Annual Report.
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: <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: 1. On T35 and T36 there were no awards listed for baseball, boys and girls track, and boys and girls tennis. The Gender Equity Committee should investigate the reasons why all student athletes do not receive awards and monitor this in the future. Explanations can be included in the annual reports when needed. 2. Boys and girls golf had no travel expenses. This should be explained on the T60 form or an appendix of the annual reports. 3. The Administration and Gender Equity Committee should monitor all spending as the year progresses. Last year the difference was \$63 more per male athlete and this year it is \$298 more per boy. This is a major increase and should be corrected by the 2009-2010 Annual Report. 4. Thank you for your report.



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	119	56.94%	133	54%
Row 2	BOYS	90	43.06%	113	46.54%
Row 3	Totals	209	100%	246	100%

Instructions: *Number of 8th grade students & below used in Column 3 and Column 4 calculations: 29

- 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: Debbie Grogan Date: 4-2-09

Title IX Gender Equity Committee Continued:

Kelley Crain 212 Doyle Ave, Paris, Ky 40361 859-707-9421 Parent
Liz Yeiser 313 Winchester St., Paris, Ky 40361 859-749-8283 Public Relations
Gary Warford 819 Pleasant St, Paris, Ky 40361 859-358-6158 Girl's Soccer Coach
Morgan Crain 212 Doyle Ave, Paris, Ky 40361 859-435-5555 Student Athlete
Kara Shepherd 255 Mt. Airy Ave, Paris, Ky 40361 859-707-5588 Student Athlete



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	119	56.94%	133	54%
Row 2	BOYS	90	43.06%	113	46.5%
Row 3	Totals	209	100%	246	100%

Instructions:

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

- 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: *Debra Ferguson* Date: 4-2-09
 Copyright 1999, Good Sports, Inc., Title IX and Gender Equity Specialists. All rights reserved.

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

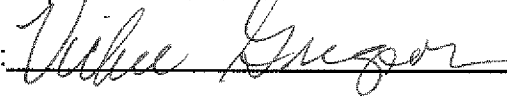
KHSAA
 Form T2
 Rev. 12/08

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:	7	81	0	0
	Row 2	j.v.:	4	42	0	0
	Row 3	frosh:	1	10	0	0
	Row 4	total:	12	133	0	0
BOYS	Row 5	varsity:	7	84	0	0
	Row 6	j.v.:	2	22	0	0
	Row 7	frosh:	1	7	0	0
	Row 8	total:	10	113	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: 4-2-09

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?	YES		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?	YES		

Plans to Address Interest: Based on the 2008 Student interest survey there was enough interest shown on the survey for the sport of girl's volleyball. Based on the actual student response in person, the interest has dropped. We plan to have 3 more meetings to see if the interest level has gone back up, stayed the same, or dropped. This will also be addressed again in the 2010 student interest survey.

There has also been an interest from a parent wanting to begin a boy's JV soccer team, with the hopes of that becoming a varsity team. This is based on the interest of one parent. There is going to be a survey conducted since a parent has shown interest. We will be better able to look at this once the survey is conducted. This survey will take place after our spring break.

Principal's Signature: *Vickie Grigson* Date: 4-2-09



2008-2009
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-4

KHSAA
 Form T-4
 F-Forms/T-4
 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	81	61%
Row 2	j.v.:	4	42	32%
Row 3	frosh:	1	10	7%
Row 4	total:	12	133	100%
Boys				
Row 5	varsity:	7	84	74%
Row 6	j.v.:	2	22	19%
Row 7	frosh:	1	7	6%
Row 8	total:	10	113	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: Michael G. Grogan Date: 4-2-09

**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 a 1 levels	School	Booster	School	Booster	School
G basketball	\$5335.97		\$512.51		\$580.26		\$12,265	6 / 3					
B basketball	\$5199.22		\$117.39		\$881.89		\$17,050	4 / 3					
G softball	\$826.75		\$515.23		\$125.00		\$3498	4 / 2					
B baseball	\$3308.39		\$64.39				\$3751	3 / 2	\$77.00			\$150.00	
G cross country													
B cross country													
G golf	\$320.50		0		\$9.00		\$729.50	1 / 2					
B golf	\$320.50		0		\$9.00		\$729.50	1 / 1					
G soccer	\$6730.32		\$1703.85		\$638.38		\$6207	3 / 2					
B soccer													
G swimming	\$485.30						\$376.50	1 / 1					
B swimming	\$485.29						\$376.50	1 / 1					
Total expenditures on T-15 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: *Julie Grogan* Date: 4-2-09

**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	Booster	School	Booster	School	Booster
G track	\$248.73		\$303.41				\$837					
B track	\$299.46		\$303.40				\$837					
G tennis	\$185.33		\$48.37				\$1175					
B tennis	\$185.32		\$48.37				\$1175					
G volleyball												
B wrestling												
G (list sport)												
B football	\$18,031.24		\$2408.61		\$167.71		\$14,561		\$500			
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	\$ 70,887.18	62%
Girls	\$ 43,806.11	38%
Total:	\$ 114,693.29	100%

Handwritten: \$ 798 per person

Principal's Signature: *Julie Guggen*

Date: *4-2-09*

Explanation of Salaries for Paris High School Athletics:

For coaching stipends at Paris High School, our coaches receive a % of their salary and depending on the sport of a specific number of extended days. For example, the Head Girl's basketball coach and the Head boy's basketball coach each receive the same stipend for coaching. Both coaches get 14% plus 18 days. The salaries can differ if one coach has more teaching years than the other. The percentages and the days are the same. Another example is baseball and softball. The head coaching stipend for both the head coach for baseball and softball is 5%.

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: _____

Vicki Grayson

Date: _____

4-2-09

**2008-2009
TITLE IX
CORRECTIVE ACTION PLAN**

SCHOOL NAME _____
Paris High School _____

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
Facility improvement at the soccer field and softball field.	We are checking into the possibility of obtaining a grant that would provide the funds for this metal building that would serve as a locker room	2009-2010
Football expenditures.	Football expenditures were \$5000 more than what they were the previous year. The football team bought new uniforms for the first time in 6 years	This has already been addressed, and they are good on uniforms for the next 4 years
The Overall athletic budget	If the football team did not have to purchase new uniforms the spending would have been 60%-40% (boys-girls).	2009-2010.
AREAS THAT HAVE BEEN IMPROVED:		
Girl's Softball	The girl's softball team has added a batting cage and pitching machine in our auxiliary gym. Next year the team will be adding a batting cage outside	2009-2010
Girl's Soccer	The girl's soccer team will be playing one of their home games in the fall of 2009 under the lights at the football field. In 2010 this could possible increase	Fall of 2009
Girl's Basketball	The Girl's basketball team was able to take an overnight trip to Louisville this past season to participate in 2 games there.	

Principal's Signature: *John Gannon* Date: 4-2-09