



**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: 4/15/09

School	Phelps High School	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:

<input checked="" type="checkbox"/>	GE 19 (Annual Verification)	<input checked="" type="checkbox"/>	T-35 (Budget Expenses)
<input checked="" type="checkbox"/>	T-1 (Summary Program Chart 1)	<input checked="" type="checkbox"/>	T-36 (Budget Expenses)
<input checked="" type="checkbox"/>	T-2 (Summary Program Chart 2)	<input checked="" type="checkbox"/>	T-41 (Checklist – Overall Interscholastic Program)
<input checked="" type="checkbox"/>	T-3 (Summary Program Chart 3)	<input checked="" type="checkbox"/>	T-60 (Corrective Action Plan)
<input checked="" type="checkbox"/>	T-4 (Summary Program Chart 4)	n/a	T-63 (Interscholastic Survey Results)

II. Status

A.	<input checked="" type="checkbox"/>	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.	<input checked="" type="checkbox"/>	Other Recommendation and Comments: <ul style="list-style-type: none"> <li>Your disparity in athletic spending for males and females is less than the prior year; unfortunately it is still not within acceptable parameters. This year your school spent 696.80 per male participant and 556.00 per female participant. A difference of 100.00 is considered within acceptable parameters. Your gender equity committee should continue to monitor spending and add monitoring on your corrective action for next year.</li> <li>A quarterly report of progress on the softball field is due. In this update any plans that have been developed should be sent as well as a timeline for completion of the girls' softball field.</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 Phelps High School, Phelps, 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.)			
Mike Hamilton	Phelps, KY 41553	(606) 456-3677	Principal
Jason Sanson	Phelps, KY 41553	(606) 456-3647	School Athletics Director
Ancie Casey	Pikeville, KY 41501	(606) 433-9286	County Athletics Director
Clay Campbell	Phelps, KY 41553	(606) 456-3987	Boys Basketball Coach
J.R. Vanhooose	Phelps, KY 41553	(606) 835-1266	Girls Basketball Coach
Randy Smith	Phelps, KY 41553	(859) 608-7319	Boys Baseball Coach
Deborah Stiltner	Phelps, KY 41553	(606) 456-7434	Cheer Softball Coach
Donna Fields	Phelps, KY 41553	(606) 456-4040	Volleyball Coach
Lisa Campbell	Phelps, KY 41553	(606) 456-3987	Parent
Jeana McGuire	Phelps, KY 41553	(606) 456-7421	Student
Tyler Fields	Phelps, KY 41553	(606) 456-3934	Student
Trent Maynard	Phelps, KY 41553	(606) 456-8652	Student

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

August 4, 2008
Nov. 24, 2008

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

Name	Title	Address	Phone
Jason Sanson	Athletics Director	30 Beech St. Phelps, KY 41553	(606) 456-3647

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

Name	Title	Address	Phone
Ancie Casey	County Athletics Director	P.O. Box 3097 Pikeville, KY 41502	(606) 433-9286

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.

Mike Hamilton  
Principal's Signature

April 2, 2009  
Date

Roger Wagner  
Superintendent Signature

Bobby D. Varney  
School Board Chairpersons' Signature

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



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

The   , Kentucky

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:**

<b>Name</b>	Ancie Casey
<b>Professional Title</b>	Pike County Athletic Director District Title IX Coordinator
<b>Phone Number</b>	( 606 ) 433-9286
<b>Address</b>	P.O. Box 3097 Pikeville, Ky. 41502

**School Title IX Coordinator:**

<b>Name</b>	Jason Sanson
<b>Professional Title</b>	Athletic Director / Coach
<b>Phone Number</b>	( 606 ) 456-3647
<b>Address</b>	30 Beech St. Phelps, Ky. 41553

The following *signatures* verify the authenticity of the documents included:

	SIGNATURE	DATE
Principal	<i>Mike Hambl</i>	4-2-09
School Title IX Coordinator	<i>Jason S. Sanson</i>	4-2-09
Superintendent	<i>Roger Wagner</i>	4-8-09
District Title IX Coordinator	<i>Ancie Casey</i>	4-2-09
School Board Chairperson	<i>Betty D. Dancy</i>	4-8-09



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

School Name: Phelps High School

**Gender Equity Review Committee Members:**

MEMBER NAME	TITLE	SIGNATURE	DATE	(✓)
Mike Hamilton	Principal	<i>Mike Hamilton</i>	4-2-09	✓
Jason Sanson	School Athletics Director	<i>Jason S. Sanson</i>	4-2-09	✓
Ancie Casey	County Athletics Director	<i>Ancie Casey</i>	4-2-09	✓
Clay Campbell	Boys Basketball Coach	<i>Clay Campbell</i>	4-2-09	✓
J.R. Vanhooose	Girls Basketball Coach	<i>J.R. Vanhooose</i>	4-2-09	✓
Randy Smith	Boys Baseball Coach	<i>Randy Smith</i>	4-2-09	✓
Deborah Stiltner	Cheer Softball Coach	<i>Deborah Stiltner</i>	4-2-09	✓
Donna Fields	Volleyball Coach	<i>Donna Fields</i>	4-2-09	✓
Lisa Campbell	Parent	<i>Lisa Campbell</i>	4-2-09	✓
Jeana McGuire	Student	<i>Jeana McGuire</i>	4-2-09	✓
Tyler Fields	Student	<i>Tyler Fields</i>	4-2-09	✓
Trent Maynard	Student	<i>Trent Maynard</i>	4/2/09	✓

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



**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	128	44%	67	46%
Row 2	BOYS	161	56%	78	54%
Row 3	Totals	289	100%	145	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 6

- 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: Made Hambley Date: 4-2-09  
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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
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:	5	48	0	0	
	Row 2	j.v.:	2	19	0	0	
	Row 3	frosh:	0	0	0	0	
	Row 4	total:	7	67	0	0	0
BOYS	Row 5	varsity:	5	68	0	0	
	Row 6	j.v.:	1	10	0	0	
	Row 7	frosh:	0	0	0	0	
	Row 8	total:	6	78	0	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?	No		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?	No		NO

**Plans to Address Interest:**

Principal's Signature : Mike Hamath 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 all levels	School	Booster	School	Booster	School
G basketball	3554		3089		100		11863	3 / 2					
B basketball	3665		3695		100		13122	3 / 2					
G softball	4570		997		100		2500	1 / 1					
B baseball	2168		1655		100		2500	1 / 1					
G cross country													
B cross country													
G golf													
B golf													
G soccer													
B soccer													
G swimming													
B swimming													

~~Total expenditures on T-25 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)

*M. A. Smith*

Date: 4-2-09

Principal's Signature: \_\_\_\_\_

**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												
B track												
G tennis												
B tennis												
G volleyball	7044		1856		100		1500	1	2			
B wrestling												
G (list sport)												
B football	9964		1240		100		16043	3	1			
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	\$54,352	59%
Girls	\$37,273	41%
<b>Total:</b>	<b>\$91,625</b>	<b>100%</b>

Principal's Signature: *Mitch Hambley* Date: 4-2-09

## 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			
<b>BENEFITS</b>			√
Equipment and Supplies			√
Scheduling of Games and Practice Time			√
Travel and Per Diem Allowances			√
Coaching			√
Locker Rooms, Practice and Competitive Facilities			√
Medical and Training Facilities and Services			√
Publicity			NA
Support Services			NA
Athletic Scholarships			√
Tutoring			√
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: Mike Hamble Date: 4-2-09

SCHOOL NAME

Phelps High School

2008-2009

TITLE IX

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, 2009.

COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
New Softball field for the softball team/ The land has been purchased, just needs to be finished.	Have power polls removed, and began to surface the field for play.	Summer 09

Principal's Signature: Mike Hambley

Date: 4-2-09