

**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 6, 2009

School	Sayre	Reviewed by	Gary W. Lawson
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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:

<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>NA</b>	T-63 (Interscholastic Survey Results)

II. Status

A.	<b>X</b>	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.	<b>X</b>	<p>According to the 2008-2009 data, the school appears to be meeting the standards established in:</p> <p><input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment)</p> <p><input type="checkbox"/> Test 2 (History and continuing practice of program expansion)</p> <p><input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p>
E.	<b>X</b>	<p>Other Recommendation and Comments: According to calculations and responses submitted, the school is currently meeting the standard established in both Tests 1 and 3 for the provision of athletic opportunities. The school's most recent student survey appears to support the responses on the T-3 form. In the area of benefits, total athletic spending appears to be within acceptable parameters on a percentage basis and outside those parameters on a per athlete basis. The large sums of money spent on athletic facilities during this particular year is the likely cause of this situation. School officials should continue to monitor this spending for an equitable provision of benefits. Thanks for your continued emphasis on this project.</p>



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

*KHSAA Form GE19  
Rev.12/07*

(To be submitted by April 15, 2008 along with other required forms)

APR - 9 2009

The Sayre High School, Lexington  
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.)			
Barbara Parsons	1964 Hart Road Lexington, Kentucky	268-0602	Assistant Head Director of Admissions
Bill Hill	167 Spring Run Versailles, Kentucky	873-8325	Athletic Director
Tim O'Rourke	220 Irvine Road Lexington, Kentucky	268-8478	Principal of Upper School
Cindy Eason	2220 Dunhill Lexington, Kentucky	299-5128	Physical Education Department Head
Allison Hancock	Claiborne Farm PO 150 Paris, KY	243-0682	Student/Athlete
Gene Kirk	210 Colchester Versailles, Kentucky	873-4442	Assistant Athletic Director
Tebo Barnett	Blackburn Farm PO 4343 Midway, Kentucky	846-5055	Student/Athlete

Scheduled a minimum of three meetings during the 2007-2008 school year on the following dates:

October 21, 2008
January 13, 2009
April 7, 2009

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

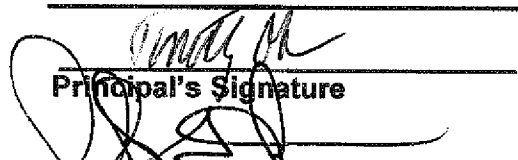
Name	Title	Address	Phone
Gene Kirk	Assistant Athletic Director	194N. Limestone Lexington	859-254-1361

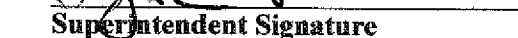
Designated the following person(s) as the Title IX coordinator for the district:

Name	Title	Address	Phone
Gene Kirk	Assistant Athletic Director	194N. Limestone Lexington	859-254-1361


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

4-7-09 20  
Date

  
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 1**

KHSAA  
 Form T1  
 Rev.12/07

**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	120	52%	148	49.5%
Row 2	BOYS	110	48%	151	50.5%
Row 3	Totals	230	100%	299	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 53

- 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 the head coaches to review the most updated eligibility or squad lists for their teams. 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 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.
- 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: \_\_\_\_\_

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

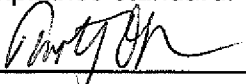
KHSAA  
 Form T2  
 Rev. 12/08

**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
<b>GIRLS</b>	Row 1	varsity:	8	138	2	24
	Row 2	j.v.:	1	10	0	0
	Row 3	frosh:	0	0	0	0
	Row 4	total:	9	148	2	24
<b>BOYS</b>	Row 5	varsity:	9	131	2	35
	Row 6	j.v.:	1	12	0	0
	Row 7	frosh:	1	8	0	0
	Row 8	total:	11	151	2	35

- 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: 4-7-09

**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?	N/A		N/A

**Plans to Address Interest:**

Principal's Signature :  Date: 4-7-09



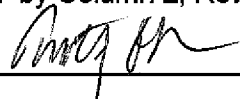
**2008-2009**  
**ACCOMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART T-4**

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	138	93%
Row 2	j.v.:	1	10	7%
Row 3	frosh:	0	0	0
Row 4	total:	9	148	100%
<b>Boys</b>				
Row 5	varsity:	9	131	87%
Row 6	j.v.:	1	12	8%
Row 7	frosh:	1	8	5%
Row 8	total:	11	151	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: 4-7-09

**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)	# Coaches for all levels / # Teams for all levels	facilities improvements		publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster			School	Booster	School	Booster
G basketball	1211	125	1784	0	275	0	7500	2/2	0	0	0	0
B basketball	1972	125	3494	0	496	0	9500	3/3	0	0	0	0
G softball	289	125	636	0	57	0	4500	2/1	0	136,364	0	0
B baseball	1590	125	1782	0	57	0	5500	3/1	0	136,364	0	0
G cross country	569	125	144	0	89	0	1000	1/1	0	136,364	0	0
B cross country	569	125	144	0	89	0	500	1/1	0	136,364	0	0
G golf	688	125	210	0	116	0	1700	3/1	0	0	0	0
B golf	776	125	280	0	92	0	1500	2/1	0	0	0	0
G soccer	1620	125	1694	0	625	0	8700	3/2	0	136,364	0	0
B soccer	2503	125	1116	0	339	0	8700	3/2	0	136,364	0	0
G swimming	549	125	440	0	57	0	1000	1/1	0	0	0	0
B swimming	549	125	440	0	57	0	750	1/1	0	0	0	0
<b>Total expenditures on T-25 and T-26 on the 2008-2009 year report due by April 15, 2010, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.</b>												

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: 4-7-09

**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)	# of Coaches for all levels / # of Teams for all levels	facilities improvements		publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster			School	Booster	School	Booster
G track	599	125	511	0	57	0	1000	1	0	136,364	0	0
B track	599	125	511	0	57	0	1000	1	0	136,364	0	0
G tennis	1473	125	140	0	57	0	2000	1	0	136,364	0	0
B tennis	372	125	0	0	57	0	1500	1	0	136,364	0	0
G volleyball	N/A	---	N/A	---	N/A	---	N/A	/	N/A	---	N/A	---
B wrestling	N/A	---	N/A	---	N/A	---	N/A	/	N/A	---	N/A	---
G (list sport)	N/A	---	N/A	---	N/A	---	N/A	/	N/A	---	N/A	---
B football	N/A	---	N/A	---	N/A	---	N/A	/	N/A	---	N/A	---
G (list sport)	N/A	---	N/A	---	N/A	---	N/A	/	N/A	---	N/A	---
B (list sport) Lacrosse	2168	125	1340	0	57	0	4500	4	0	136,364	0	0

- 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	\$ 874,265	55%
Girls	\$ 724,110	45%
<b>Total:</b>	<b>\$ 1,598,375</b>	<b>100%</b>

Principal's Signature:  Date: 4-7-09



## 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>			<b>X</b>
Accommodation of Interest and Abilities			<b>X</b>
<b>BENEFITS</b>			<b>X</b>
Equipment and Supplies			<b>X</b>
Scheduling of Games and Practice Time			<b>X</b>
Travel and Per Diem Allowances			<b>X</b>
Coaching			<b>X</b>
Locker Rooms, Practice and Competitive Facilities			<b>X</b>
Medical and Training Facilities and Services			<b>X</b>
Publicity			<b>X</b>
Support Services			<b>X</b>
Athletic Scholarships			N/A
Tutoring			<b>X</b>
Any meals provided for home			N/A

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

Principal's Signature:  Date: 4-7-09

SCHOOL NAME

Sayre 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
<p>Increase the number of female athletes on the established teams.</p> <p>Adding boy's lacrosse has created an imbalance in the number of varsity sports for male and females</p>	<p>Our men's lacrosse coach is helping our physical education department with lacrosse units. Hopefully this will help us create a female lacrosse team soon. We failed to have the number needed to field a team this year. We will continue to try to add a middle school or high school team. Another problem would be teams to play. The Lexington area has one team total and all matches would require each team to travel long distances.</p>	<p>2009 - 2010 (if not sooner)</p>
<p>Increase the number of boys and girls on our softball and baseball teams.</p> <p>We will explore the possibility of adding girls' volleyball as a club sport.</p>	<p>Recruitment and instruction in the lower and in the middle school.</p> <p>Our staff will meet with possible athletes and follow-up with a parents meeting if adequate interest is exhibited. Our numbers were too low after these meetings.</p>	<p>2009-2010</p>
<p>Our athletic staff will continue our efforts to add another female sport.</p>	<p>Exploration through physical education classes and student survey which will be given 2009-2010</p>	<p>2011-2012</p>

Principal's Signature:

Date: 4-7-09

<p>Find innovative ways to encourage participation in sports. Small schools numbers change so much each year. It is difficult to have strong numbers each year.</p>	<p>Use the results of the student surveys next year for ideas to increase participation.</p>	<p>2010-2011</p>
<p>Several of our teams struggle to have the numbers for JV teams each year which hurts our future varsity squads because some of those players get little playing time.</p>	<p>Find ways to use lower level varsity players and/or JV players on off days to participate in games or shorten games. Coaches will need to buy into this concept if other schools agree. Sometimes our varsity squads are barely large enough for a varsity team.</p>	<p>2009-2010</p>

Principal's Signature: 

Date: 4-7-09