

**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2009-2010**

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: June 9, 2010

School	Berea Community High School	Reviewed by	Gordon Bocock
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The following is a status report regarding the required 2009 - 2010 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2010. 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)
x	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)
No	T-4 (Summary Program Chart 4)	x	T-63 (Interscholastic Survey Results)

II. Status

A.		2009 - 2010 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.	X	The following forms were omitted and must be submitted by school representatives . . . there was no T-4 form filed with this Annual Report.
D.		According to the 2009-2010 data, the school appears to be meeting the standards established in: <input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input checked="" 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: <ul style="list-style-type: none"> • At the present time the school is passing all 3 tests but the Athletic Advisory Committee needs to keep an eye on things to assure that the school is passing at least one test per-year. The total number of athletes participating is down slightly so efforts may need to be put in place to get more of the student athletes involved. Since the school offers all KHSAA sports except Wrestling it is not likely that the school will pass the T-2 test much longer. • The Athletic Advisory Committee (Gender Equity Committee) is required to meet at least three times a year. It is highly recommended that the committee meet at least once during each of the sports seasons (Fall/Winter/Spring) so that coaches and/or others concerned can have some input with Title IX concerns in their respective areas. Many schools find that it is necessary to meet more than

<p>E. cont'd</p>	<p>three times per year.</p> <ul style="list-style-type: none"> • The Athletic Advisory Committee needs to meet and discuss a situation before the start of the new school year. In all the boys sports that offer more than one level of competition (Varsity/Junior Varsity/Freshman) there is more than one coach involved to cover each of the various levels. This is very much a potential RED FLAG area when two of the girls sports (Soccer and Volleyball) have only one coach who is coaching two different levels of competition. This issue needs to be addressed as quickly as possible and the potential RED FLAG concern corrected before the start of the 2010-2011 school year. • The Athletic Advisory Committee needs to stay on top of the Award Policy issues as was addressed in your Corrective Action Plan. The current yearly report indicates that all sports but Track and Tennis received funds for awards from boosters. It is noted that Track and Tennis did receive funds from the school but nothing from the boosters. Is this normal school policy? • Copies of the new Awards Policy and the Uniform Rotation Plan are to be sent to the KHSAA when they are finalized by the new Athletic Advisory Committee. • The minutes of the Athletic Advisory Committee are excellent if continued, the school will have compiled an excellent history of what they are trying to do with the total running of the Berea High School Athletic Department. It appears that you have everybody on the committee and everything in general running in the right directions. Keep up the good work. • The Athletic Advisory Committee needs to take a serious look at the overall expenditures between boys and girls athletics. With the figures given in this report the school is pending \$563.58 per male athlete and \$438.52 per female athlete. This is a difference of \$125.06 per-athlete. When you are a football playing school these figures will never be equal but when the difference in spending per male athlete compared to per female athlete is more than \$100.00 per athlete a potential red goes up. It is highly recommend that you keep an eye on this and do everything possible to eliminate this potential for a Red Flag..
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KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES
 (To be submitted by April 15, 2010 along with other required forms)

KHSAA Form GE19
Rev. 04/09

The Berea Community High School High School, Berea, 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:

I. 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.)			

SEE ATTACHED LISTING OF ATHLETIC ADVISORY COMMITTEE

II. Scheduled a minimum of three meetings during the 2009-2010 school year on the following dates:

December 8, 2009
March 22, 2010
March 29, 2010

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

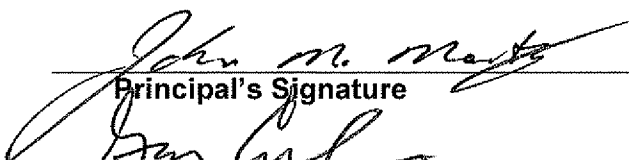
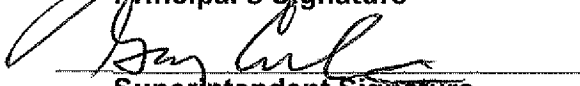

Name	Title	Address	Phone
Debbie Coleman	Athletic Director	1 Pirate Parkway Berea, KY	859-986-4911

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

Name	Title	Address	Phone
Donna Lovell	Director of Special Programs	3 Pirate Parkway Berea KY 40403	859-986-8446

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.

	4-16-10
Principal's Signature	Date
	
Superintendent Signature	School Board Chairpersons' Signature

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

BEREA COMMUNITY SCHOOLS

ATHLETIC ADVISORY COMMITTEE

MEMBERSHIP ROSTER

MEMBER	TITLE
Bingham, Jerry	Girls' Coach
Burnside, Jackie	BOE Member
Coleman, Debbie	Asst. Principal/Athletic Director
Fraley, Bruce	Parent-
Hamilton, Jeremey	Male Student Athlete ✓
Isaacs, Charlotte	Girls' Coach
Lovell, Donna	District Title IX Coordinator/DPP
Poynter, Casey	Boys' Coach
Saylor, Tony	Parent
Wilder, Rachel	Female Student Athlete ✓
Zastrow, Lori	Parent

2009-2010

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (Form T-1)



Pass

Participation Opportunities: Test One - Proportionality

		(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	138	44.9 ✓	154	47.4 ✓
Row 2	BOYS	169	55.1 ✓	171	52.6 ✓
Row 3	Totals	307 ✓	100%	325 ✓	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 48

- 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: *J. M. Smith* Date: 4-15-10



**2009-2010
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-2)
PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM EXPANSION**

		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 2005-2006 School Year	Current Number of Participants for the 2009-2010 school year who are playing on teams added since the 2005-2006 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2005-2006 School Year
GIRLS Row 1	varsity:	9	97	2	22	
Row 2	j.v.:	4	45	2	21	
Row 3	frosh:	2	12	1	6	
Row 4	total:	15	154	5	49	31.8%
BOYS Row 5	varsity:	9	138	0	0	
Row 6	j.v.:	2	28	3	45	
Row 7	frosh:	1	5	0	0	
Row 8	total:	12	171	3	45	26.3%

- 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.
- 6) **Note: If the percentage of current participants added in the last five years is 25% or greater for the underrepresented sex (most likely girls), 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: John M. [Signature] Date: 4-15-10



**2009-2010
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-3)**

KHSAA Form T3
Rev. 11/09

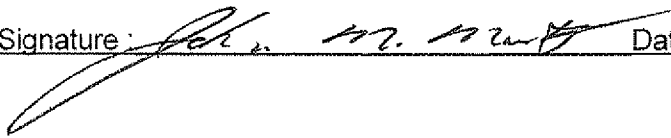
Participation Opportunities Test Three Full Accommodation

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable interscholastic team for a sport not currently offered? If yes, what sport?	NO		NO
2. For a sport not currently offered at the varsity level, is there sufficient interest based on your most recent Student Interest Survey to form a viable team for an interscholastic freshman team or junior varsity team?	NO		NO
3. For a sport currently offered at the interscholastic Junior Varsity or freshmen level, is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team?	NO		NO
4. If you answered YES to question (1), (2), or (3), 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
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

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest:

Principal's Signature:  Date: 4-15-10



2009-2010

**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 -(FORM T-35)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T-35
REV. 11/09

Sports	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	Booster
G basketball	1200	5895	8308	0	0	1070	12600	3/3	800	0	224	0	0	0
B basketball	1200	4821	12165	0	0	873	12600	3/3	800	0	224	0	0	0
G softball	700	2381	1676	0	0	245	4100	2/2	0	0	0	0	0	0
B baseball	700	3123	1480	0	0	100	4100	2/2	0	0	0	0	0	0
G cross country	350	308	285	0	0	70	1200	1/1	0	0	0	0	0	0
B cross country	350	308	285	0	0	70	1200	1/1	0	0	0	0	0	0
G golf	700	85	345	0	0	80	1650	1/1	0	0	0	0	0	0
B golf	700	448	525	0	0	80	1650	1/1	0	0	0	0	0	0
G soccer	1000	3561	1969	0	0	699	5500	1/2	450	0	0	0	0	0
B soccer	1000	1606	2556	0	0	1231	5500	2/2	450	0	0	0	0	0
G swimming	350	581	394	0	0	24	1150	1/1	0	0	0	0	0	0
B swimming	350	350	394	0	0	24	1150	1/1	0	0	0	0	0	0

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

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: 4-15-10



2009-2010

**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - (Form T36)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T36
REV. 11.09

Sports	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	Booster
G track	350	127	745	0	24	0	2300	1/1	0	0	0	0	0	0
B track	350	127	745	0	24	0	2300	1/1	0	0	0	0	0	0
G tennis	350	319	669	0	48	0	1650	1/1	0	0	0	0	0	0
B tennis	350	319	669	0	48	0	1650	1/1	0	0	0	0	0	0
G volleyball	700	1269	1432	0	0	484	1650	1/2	0	0	0	0	0	0
B wrestling	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
B football	5000	4162	3542	0	0	600		7/2	0	0	0	0	0	0
G (list sport)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
B (list sport)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

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	\$ 96371	58.8
Girls	\$ 67533	41.2
Total: \$163904		100%

563.58
438.52

Principal's Signature: [Signature] Date: 4-15-10



2009-2010 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)
Checklist - Overall Interscholastic Athletics Program

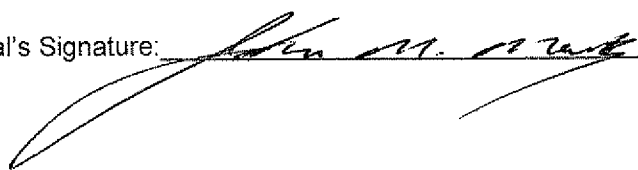
KHSAA Form T41
Rev. 11/09

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
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.

Principal's Signature:  Date: 4-15-10

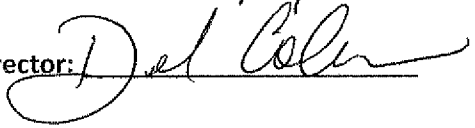
Berea High School
Athletic Department
Middle/High School Locker Room Assignments

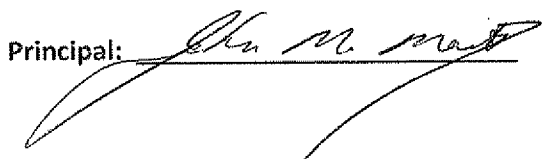
POLICY

The Berea School Athletic Department shall adopt a policy to provide guidelines and procedures for assignment of the locker rooms.

TEAM		LOCKER ROOM	SEASON
FOOTBALL	HS	Middle Locker Room Singleton Gym	Fall Season Spring Practice
FOOTBALL	MS	Boys' Locker Room Singleton Gym	Fall Season
BOYS' SOCCER	MS/HS	Boys' Locker Room Conkin Gym	Fall Season
GIRLS' SOCCER	MS/HS	Girls' Locker Room Singleton Gym	Fall Season
VOLLEYBALL		Girls' Locker Room Conkin Gym	Fall Season
XC		Boys' and Girls' Locker Room Conkin Gym	Fall Season
Girls' Golf	MS/HS	Berea Country Club Dressing Area	Fall Season
Boys' Golf	MS/HS	Berea Country Club Dressing Area	Fall Season
Girls' Basketball	HS	Girls' Locker Room Conkin Gym	Winter Season
Girls' Basketball	MS	Girls' Locker Room Singleton Gym	Fall Season
Boys' Basketball	HS	Boys' Locker Room Conkin Gym	Winter Season
Boys' Basketball	MS	Boys' Locker Room Singleton Gym	Winter Season
Swimming	MS/HS	Lockers provided for boys and girls at Seabury Center per Lease Agreement	Winter Season
Tennis	MS/HS	Girls' and Boys' Locker Rooms Conkin Gym	Spring Season
Track	MS/HS	Girls' and Boys' Locker Rooms Conkin Gym	Spring Season
Softball	MS/HS	Girls' Locker Room Singleton Gym	Spring Season
Baseball	MS/HS	Boys' Locker Room Singleton Gym	Spring Season
CHEER	MS	Girls' Locker Room Singleton Gym	Fall/Winter Seasons
CHEER	HS	Girls' Locker Room Singleton Gym	Fall/Winter Seasons
		Girls' Locker Room Conkin Gym	Spring Season

Date Adopted by SBDM: 9/8/10

Athletic Director: 

Principal: 



**2009-2010 TITLE IX
CORRECTIVE ACTION PLAN
(FORM T-60)**

SCHOOL NAME Berea

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, 2010.

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION/IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Continued compliance with all facets of Title IX program.	Establishment of Athletic Advisory Committee (formerly Title IX committee) to provide oversight and recommendation on spending and opportunities	Fall 2009 start date with continued meeting and action of Committee
Develop a more specific monitoring system for Booster Club spending	Athletic Advisory Committee oversight of REQUIRED spending forms by all coaches and Booster Clubs.	Spring 2010 education of coaches/Booster Clubs of new spending and reporting procedures. 2010-11 Title IX Report will show smaller variance
Update facilities for more equal use of space	New weight room equipment and supplies that will benefit all programs	Equipment and supplies ordered and installed in Spring 2010.
Awards will become more equitable across programs	Athletic Advisory Committee will develop a more equitable awards program for the 2010-11 year ★	Awards Policy to be approved by SBDM by Aug 2010
Uniform Rotation Policy to be developed and implemented	Athletic Advisory Committee will develop a uniform rotation policy.	Policy to be approved by June 2010 and implemented by July 15, 2010.

Principal's Signature: *John M. ...* Date: 4-15-10

**INTERSCHOLASTIC ATHLETICS
SURVEY (FORM T-63)**
Summary of Student Responses

*Sports you
want*



2009-10

School Year: _____

School Name: Berea Community High School

**Enrollment
(9-12 Grade):** 307

Number of 9-11 Grade Students Surveyed: 205

Number of 8th Grade Students Surveyed: 84
4/12/10

Date: _____

Completed By: D. Coleman, A.D. (1st Period Teachers, MS/HS)

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

205 Number of Surveys

197 Total Returned (*A minimum of 80% return is expected*)

8-11 Grades Surveyed (*Should be grades 9-11 and 8th grade if school has a feeder system*)

96%

Who Administered The Survey?

Athletic Director / Teaching Staff

How Was The Survey Administered?

1st Period Classes (8th—11th graders)

Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)

KHSAA Sanctioned Fall Sports (*List Total Number of Participation Responses*)

4 Cross Country (Girls) ✓

15 Cross Country (Boys) ✓

55 Football (Boys) ✓

8 Golf (Girls) ✓

14 Golf (Boys) ✓

32 Soccer (Girls) ✓

34 Soccer (Boys)

34 Volleyball (Girls) ✓

Winter Sport (List Total Number of Participation Responses)

- 17 Basketball (Girls) ✓
- 37 Basketball (Boys) ✓
- 9 Indoor Track (Girls) ✓
- 11 Indoor Track (Boys) ✓
- 22 Swimming & Diving (Girls) ✓
- 7 Swimming & Diving (Boys) ✓
- 19 Wrestling (Boys) (NO)

Spring Sport (List Total Number of Participation Responses)

- 18 Baseball (Boys) ✓
- 28 Fast Pitch Softball (Girls) ✓
- 14 Tennis (Girls) ✓
- 18 Tennis (Boys) ✓
- 14 Track (Girls) ✓
- 17 Track (Boys) ✓

Non-KHSAA Championship Sports (From Student Survey T-61 Question 10)

- 70 Archery
- 22 Field Hockey
- 40 Bowling
- 10 Gymnastics (Boys)
- 32 Gymnastics (Girls)
- 20 Ice Hockey
- 33 Lacrosse (Boys)
- 17 Lacrosse (Girls)
- 47 Rifle
- 29 Rodeo
- 7 Slow Pitch Softball
- 13 Volleyball (Boys)
- 0 Water Polo
- 45 Weightlifting
- 25 Other sports not listed _____

Number of Students who participate in Intramural Sports
(From Student Survey T-61 Question 5)

<u>Sport</u>	<u>Number</u>
Basketball	30
Swimming	8
Soccer	8

List Intramural Sports students are interested in adding:
 (From Student Survey T-61 Question 6)

<u>Sport</u>	<u>Number</u>
Archery	25
Skateboarding	18
Gymnastics	12

Participation in Non-School Sports Activities
 (From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
Swimming	25
Basketball	30
Soccer	15

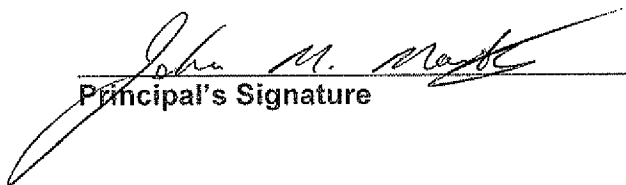
Reasons for not participating in interscholastic athletics
 (From Survey Question 8)

- 15 I prefer other activities such as band, chorus, etc.
- 28 I don't have time
- 7 The practice schedules and game times are inconvenient
- 16 The sport I like isn't offered
- 11 It's too expensive
- 6 I prefer to participate in club or intramural sports
- 17 Working
- 31 Other: _____

Student Suggestions to encourage participation

 Hire newer/younger coaches

 Update facilities/weightroom



 Principal's Signature

4-16-10

 Date

Athletic Advisory (Gender Equality Review Committee) Meeting Minutes

Date: December 8, 2009

Attendees:

KHSAA members—Gordon Bocock and Reba Woodall

BCHS members—Debbie Coleman (AD), Jackie Burnside, Donna Lovell, Lori Zastrow, Rachel Wilder, Jeremy Hamilton, Jerry Bingham, Casey Poynter, and Charlotte Isaacs

Minutes:

- All attendees completed Kentucky high School Athletic Association Title IX Audit Visit sheet for file; Debbie Coleman completed information as HS Title IX Coordinator and Donna Lovell completed information as District Title IX Coordinator.
 - Mr. Bocock informed attendees why the meeting was being held (Parent awareness and rights were presented)
 - KHSAA and Title IX history was presented by Mr. Bocock:
 1. 1972-title IX was created, giving girls equal rights
 2. 1996-KHSAA created a program to compare girls' and boys' athletics; to complete a comparison, KHSAA developed a 3 step phase:
 - Step 1—maintain self audit
 - Step 2—testing system (T1, T2, T3) in which Berea has passed in the past
 - T1-test for small schools
 - T2-test for schools adding programs to agenda (building programs—grown within past 5 years)
 - T3-Big schools which offers all sports offered by KHSAA
1. Step 3—membership visitation program
 - Berea's last audit was Oct. 2000 in which Berea was found to have 2 deficiencies:
 1. Locker room space for girls
 2. Medical training facilities

Today's Audit Findings (12/08/2009):

1. Opportunities:

- Committee is composed of equal boy and girl representation
- Three meetings per year are recommended to the Debbie Coleman, AD (1 Fall, 1 Winter, and 1 Spring); however, more than three meetings per year may be needed because of Mrs. Coleman being a new AD
- Meeting prior to the Title IX report due date is a recommended choice
- Minutes must be kept at all meetings and sent in by April 15th every year
- Berea passed the T1 test this audit (Berea has passed this test for the past 3 years); Berea is required to be within a 3% difference between enrollment (49.1%) to participation (48.7%)[form T1—2008 to 2009 Title IX report]
- Berea passed T2
- Because this is a student survey year, Berea must see if students needs/desires match the sports offered at this school. As a school we must document all information collected while

making legitimate and logically sound attempts to collect said data. Committee must maintain copies of all meeting invitations.

2. Areas of Concern

- Equipment and supplies—auditors did NOT see all equipment due to rain/time on site visit 12/08/09. However, uniforms appeared to be comparable, medium quality uniforms for all sports. This is acceptable.

Basketball—both boys' and girls' were of comparable quality; both had home and away versions

Soccer—girls' uniforms were deemed better due to extra warm up offered

Track—both boys' and girls' were of comparable quality

Volleyball—only had one uniform; this is a concern of the auditing committee.

3. Auditor Recommendations

Uniforms

- Volleyball needs to have another set of uniforms—one for home and one for away
- Policy—uniform policy needs to be signed and dated to make official. It is in book, but not in the minutes or signed. This is for protection for both coaches and the AD. When signing this policy, Berea needs to be specific pertaining to wear and tear and concerning sports that may need uniform replacement more frequently than others.
- Overall, this audit was deemed satisfactory.

Schedules

- 56.4 % of Fri/Sat/Sun games on the schedule are assigned to girls' sports, which is a higher percentage since last audit. In 2000, Berea was asked to have at least 40% of their primetime games offered to girls' sports.
- The auditors suggest that a schedule with information on how each sport functions is added to the Title IX folder. This schedule must be in writing. This item has been added to the Corrective Action Plan (CAP)

Travel

- Travel was commensurate between sexes, and was deemed satisfactory during the 2000 audit.
- Findings: both the golf teams and football teams have their meals paid for by either the teams or boosters, which raises some concern.
- Auditor suggestions:
 1. Adding a policy to clarify how much money can/cannot be spent by team to pay for meal. If a per diem (meal money) is going to be permitted, the money spent per child must be in balance for both boys' and girls' sports.
 2. A policy should be set that details the amount of money to be spent on each child per game/season; this includes monitoring the booster spending

**Warning: ALL spending must be scrutinized because an imbalance can occur if one child has a per diem and another does not. Booster spending must be monitored to ensure honest reporting of expenditures.

Coaching

- The 2000 audit resulted in having all coaching staff on school campus during school hours.

- Currently, 4 of the 9 coaches are females; however, two of these female coaches are not on campus during the school day
- Auditors suggest that a female should be involved with every sport that has a female athlete.
- Overall, the number of coaches of like sports (basketball/basketball, baseball/softball) are comparatively similar
- Problem area: volleyball only has one coach but runs both a varsity and a jv team. Therefore, the auditors recommended hiring another coach to assist with the girls.
- Auditors recommend that there should be one coach for every team (JV/varsity) for all sports
- The 2008-2009 Title IX report had a problem. The number of teams did not match the number of coaches. (Form T2 and Form T4 did not match)

Locker Rooms

- The 2000 audit found a deficiency in this area due to lack of lockers and storage for girls' sports.
- Today, Berea has 5 locker rooms, but all teams are not assigned to locker room and given equal storage and space for equipment, which should be written in the Title IX policy.
- Auditors recommendations:
 1. Each locker room receives a minor upgrade with paint and graphics.
 2. Committee complete a walk through to assess need
- Problem Area: Storage in the Gray Conkin Gym in minimal and currently presents a safety hazard due to the electronic equipment present.
- 2009 audit found NO deficiencies with the locker rooms.

Medical

- A deficiency exists in 2000 Title IX audit. Recommendations were made for all high risk sports to have a trainer present at events, a need for a training room existed (only one), and a weight room schedule should be posted at all times.
- 2009 audit—there is still NO schedule posted for the weight room and a trainer comes to the school only once a week with no one knowing where to find him/her.
- Recommendations made by auditors:
 1. Berea must have a trainer schedule posted (when and where)
 2. Soccer is a contact sport and needs a trainer to be present (NOT just football)
 3. Trainer needs a centralized location to see student athletes.
 4. School needs trainer to cover liability issues
 5. 2 sets of washers and dryers should be on campus for use by teams. However, it was mentioned that no team uses the washer and dryer currently on campus. The football team uses Mr. Hills FMD class to wash uniforms.
 6. The weight is NOT female friendly. Females need lighter weight bars and properly fitting weight belts. Weight room also needs a set of light weight plates for females.

Publicity

- Cheerleaders are equitable; they cheer for football games, boys' and girls' basketball games.
- Dance team is also equitable across boys' and girls' games; as well as the PEP band
- The scheduling of boys' and girls' games looks good.
- Award money was spent on all sports should be better monitored (baseball received awards while softball did not)

- All coaches need to provide awards for all sports
- Committee should put an awards policy into place. The written policy should outline mandates for banquets, awards, and etc.
- There was NO REAL deficiency here; nonetheless, one could arise if proper procedures are not followed.

Support Services

- Spending was acceptable in previous years. Berea is permitted to have a \$100 spending difference between boys and girls due to the football team. Previously, Berea was within \$50.
- Currently, there is a \$162 difference, with more spent on boys than girls.
- The problem appears to be the booster club spending. Berea MUST monitor booster club spending.
- Recommendations from the auditors were provided to the administration.

In conclusion, the auditors suggest that the committee review all policies. All policies should be signed and in writing. ***None of Berea's policies were signed and dated. If Berea is unsure of what policies to incorporate, borrow from other schools.

MUST CORRECT:

- Weight room needs to be updated
- Address a dressing room policy for both home and away teams
- Control boosters—suggest that ALL spending brought in-house.

Athletic Advisory (Gender Equality Review Committee) Meeting Minutes

Date: March 22, 2010

Attendees:

AA Committee members—Debbie Coleman (AD), Jackie Burnside (parent), Lori Zastrow (parent), Jerry Bingham, Casey Poynter, Bruce Fraley (parent), and Charlotte Isaacs

Coaching members—Eddie Sexton, Brandie Davis, Ken Atkins, Keenan McWhorter, Phillip Shackelford, Shannon Cooper, Katie Shafer, Tiffany Harris, Steve Riddle, Sarah pendergrass, Damien Russell, and Ashley Kennerly

Speaker:

Debbie Coleman, Athletic Director (AD)

Minutes:

- All attendees signed in on the coaches/advisory committee meeting attendance sheet
- Committee members addressed; student members not present today. The Advisory committee will be expanded by two members. Think about who to invite.
- Purpose of the Athletic Advisory Committee:
 1. Title IX Committee designed to address change and concerns pertaining to the differences between boys' and girls'. We also look at the budget and spending concerns
 2. Changed the name to the Athletic Advisory Committee (AAC)
 3. Help oversee the 26 middle and high school sports offered at Berea Community Schools
- Charge of the AAC:
 1. Assess needs for coaches (AD collected the coaching inventory sheets requested prior to meeting)
 2. Assess uniform needs (each coach had best and worst uniform represented for AAC to review)
- AAC member were released to review inventory and uniforms offered by coaches
- AAC Findings:

SPORT	INV.	UNIFORM OFFERINGS	QUALITY	AAC COMMENTS
HS Volleyball	no	One shirt /one short Black knee pads	Good Poor	Needs away uniform
HS Baseball	No	No representation		
MS Baseball	No	No representation		
Swimming	Yes	No representation—do not return yearly		Needs swim jacket
MS Cheer	No	No representation		
HS Cheer	Yes	3 short sleeved tops 1 long sleeved top 4 skirts	Good (all)	
MS/HS Track	No	Share uniforms MS/HS Only 4 complete uniform sets altogether	poor	Major need for uniforms
Cross Country	No	New warm ups New uniform shirt New uniform bottom	Excellent	½ uniforms ordered this year w/ warm-ups
MS/HS Girls' Golf	No	No representation		Supply own uniforms every year
MS/HS Boys' Golf	No	No representation		Supply own uniforms every year

HS Softball	Yes	White bottoms w/belt Black/yellow top and matching bottom	good	Unsure which is better shorts or pants?
MS Softball	No	No representation		
HS Tennis	Yes	No representation		New uniforms ordered every year, funded by annual tournament— players keep
HS Boys' Soccer	Yes	Top/bottom reversible Bags	Good Poor	One uniform that is reversible—coach likes the reversible version
HS Girls' Soccer	Yes	White top Black top Black/white bottom Travel suit	Poor Good Good Good	White top and bottoms have lots of wear; may need every two year rotation
MS Girls' Soccer	Yes	Only one top and one bottom	Fair	No balls or equipment on inventory list
MS Boys' soccer	Yes	White top Black/gold top 2 types of shorts Bags	Good Good Good Poor	
MS Boys' Bball	Yes	White warm-up pants Pirate warm-up top Black shirt Black pants	Fair Fair Fair Fair	Additional items are given to the players to keep: practice jersey and shorts, string bag, shoes, jacket, and personalized t-shirt
MS Girls' Bball	Yes	Warm-up 8 th grade only Black top/black bottom White top/white bottom New black top/bottom (6 th grade only)	Good condition, but hand-me- downs from high school (2003/04)	8 th /7 th grade uniforms are in excellent condition
HS Girls' Bball	Yes	White top/bottom Black top/bottom Shooting shirt (new)	Good Good Excellent	Students own their travel outfits
HS football	Yes	White top Black pants	Poor Poor	Uniforms get a lot of wear and tear. Seniors keep jersey; replaced by boosters. A few travel bags short last season. May need to replace uniforms every two years?

AAC determined needs:

- AAC should look at budget rules to determine how money can or should be spent (Can students keep BOE purchased products—t-shirts, warm-ups, etc)
- AAC should consider a 2 year rotation for outside sports (football, soccer, baseball); possibly purchasing ½ of the uniforms every 2 years. Question remains: will stock uniform still exist?
- AAC recommends purchasing stock uniforms only
- NOTE: AAC are unsure of how to assess need at this time!!!

Overall AAC impressions:

- Track and field has a major need with only 4 complete uniform sets, all different from each other. Mrs. Coleman explained that each child can be dressed in a track uniform for approximately \$28-30 each. All agreed this in first priority.
- Suggested that all coaches order 3-5 more uniforms per team than need requires
- All teams need both an away and a home uniform. Teams with only one uniform are priority number two.
- Outdoor sports need uniforms sooner than indoor sports
- Clarify what school funds can be used to purchase
- Accountability for parents—formally invoice parents for lost or damaged uniforms?
- Athletics need a central storage facility for uniforms to be checked in and out. When checked back into the facility, either all of the uniforms should be present or money to compensate for the missing pieces
- Consider possibly narrowing the purchasing to 4-5 distributors to buy uniforms and buy in volume to save money.

AAC Guided Questions:

- If you had to say right now who is in the most need (based on those who have a uniform representation here today), which team(s) would you identify?
 1. Track with 6 votes, citing lack of uniforms
 2. Teams with only one uniform with 5 votes, citing Title IX audit recommendation
 3. Girls' MS Basketball Team with 1 vote, citing oldest uniform available
- The board is increasing the athletic budget by \$10,000. How does the committee purpose that the money be spent?
 - A. Distributed evenly to each team (0 votes)
 - B. Pool for uniform and use residual to distribute to every team evenly (4 votes)
 - C. Other (3 votes)
 1. Develop and allocation formula—allocate based on participation and need
 2. Consider common costs to consolidate money (example—weight room)
 3. Use to up-grade facilities

***Next meeting will occur on March 29, 2010 from 4pm to 6pm in the elementary conference room. Individuals will receive a packet of information prior to the meeting.

Athletic Advisory (Gender Equality Review Committee) Meeting Minutes

Date: March 29, 2010

Attendees:

AA Committee members—Debbie Coleman (AD), Jackie Burnside (parent), Jerry Bingham, Bruce Fraley (parent), Tony Saylor (parent), and Charlotte Isaacs

Speaker:

Debbie Coleman, Athletic Director (AD)

Minutes:

- Budget Meeting Packet was distributed prior to today's meeting with add-ins (December minutes and the volleyball inventory)
- Refer to complete Title IX audit; some red flags, but NO deficiencies
- Refer to locker room assignments (see changes/assignments on locker room assignments)
 - Locker need decoration
 - Possibly converting Brandie Davis' old office into a storage facility
 - Concern about soccer cleats on the Gary Conkin gym floor if locker room assigned in this location
 - Conflict between MS boys' soccer and MS football
 - Cheer needed to be added to the list of locker room assignments
- Request for agreement on the locker room assignments. Bruce Fraley agreed (1st), Jackie Burnside agreed (2nd); non committee nays.
- Locker room assignment will be taken to the Site Based Decision Making (SBDM) Council to approve as an official policy. Policy to take affect for the 2010-2011 year and last through the 2015-2016 year.
- Suggested by Jackie Burnside that the art club could paint a mural on the locker room walls
- Coach Jerry Bingham requests new carpet and lockers
- Committee could be looking at a 4500 sq. ft. building (\$70,000) to build an external locker room for athletes.
- Refer to spending report (Forms T71 and T72). There is a severe discrepancy between girls' and boys' basketball
- AAC agrees that a form should be filled out by each coach every year. Athletic Director refers AAC members to Form F-SA-15A and F-SA-15B (Annual Financial Report Summary). This form provides an excellent way of determining how much money is spent and made within a fiscal year.
- AAC recommends that ALL coaches are strongly requested to fill out two F-SA-15A/B (one for the BOE money and another for their sport's activity fund) by June 30; but, ALL coaches will be required to provide the F-SA-15A/B for the 2010-2011 seasons. A fiscal year begins on July 1 and ends on June 30.
 - Debbie Holbrook—access to BOE money and Purchase Orders (PO)
 - Ginger Cottrell or Kathy Ridge—access to activity funds and Pos
- Expenses are for high school only
- All coaches will receive a ledger to maintain throughout the year as a running document
- Refer to 2009-2010 Budget Allocation Report
 - General budget
 - Big ticket items used by multiple sports, such as weight room
 - Coaches' KHSAA memberships
 - Medical kits with restock items
 - Volleyball money (\$600.00)
 - Association fees (11th region, Bluegrass Conference, etc.)
 - New uniforms (1/2 cross Country, swim suit warm-ups, track and field, MS softball)

- Uniform costs depend upon the sport and number participating. Most teams can outfit their team for \$1500 to \$2000 per uniform.
- Board of Education approved an uniform rotation policy in 2005-2006, but it cannot be found in the books
- Next year's Athletic fund budget is increasing by \$10,000. Keep in mind that Berea spends \$2000 on line paint for soccer and football and has to pay for referees for all sports
- Before AAC can determine how to allocate this increase in the athletic fund, we must develop an uniform rotation policy
- Mrs. Coleman recommends that the bulk of the money can be used for the uniforms, while the rest would be placed in the general fund for future allocation. However, Mrs. Coleman is open to suggestions.
- Bruce Fraley suggests using a budget request form (officially designed)
- Uniform purchased during 2009-2010: ½ of the cross country uniforms, track and field team, and MS softball
- The athletic director request that the members of the AAC look at the possible uniform drafts that can be made. Keep in mind that the uniform rotation policy will cover the years through 2015-2016. The AAC only has \$10,000 to work with; however, no more than \$8000 should be allocated to pay for uniforms with a fiscal year.
- Each member is to work up a possible rough draft of the rotation policy and email to each other. This is to be completed by April 7th.
- AAC needs to be drafted and ready to take before the Board of Education OR the SBDM by the third Monday in May. Needs to be added to the agenda in April
- All emails have been submitted to the AAC secretary, which will be emailed to all AAC members.

The next AAC meeting will be emailed to each AAC member at a later date.

BEREA COMMUNITY HIGH SCHOOL

2009-10 TITLE IX REPORT

CONTENTS:

- 2009-10 Title IX Report Documents
- 2009-10 Gender Equity Committee Minutes
(per Site Visit report)
 - Locker Room Assignment Policy
 - (per Site Visit report)

RESPECTFULLY SUBMITTED BY:

Deborah Coleman, Athletic Director BCHS