

**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: July 13, 2010

School	Iroquois High School	Reviewed by	Gordon Boccock
--------	----------------------	-------------	----------------

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:

<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)	<input type="checkbox"/>	T-63 (Interscholastic Survey Results)

II. Status

A.	<input checked="" type="checkbox"/>	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.	<input checked="" type="checkbox"/>	The following forms were omitted and must be submitted by school representatives: The required 2009-2010 Student Interest Survey was not included with this Annual Report. (See below).
D.		According to the 2009-2010 data, the school appears to be meeting the standards established in: <input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input checked="" type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities) T-3 can not be determined since the Student Interest Survey was not included with this Annual Report.
E.		Other Recommendation and Comments: <ul style="list-style-type: none"> • With the facts and figures given with this report it appears that Iroquois is passing the T-2 test. • The required 2009-2010 Student Interest Survey was not sent in with the Annual Report therefore the Gender Equity Committee must administer a Student Interest Survey in August or September and send the results to the KHSAA by October 1, 2010. The next required Student Interest Survey will be for the

E. cont'd		<p>2011-2012 School Year.</p> <ul style="list-style-type: none"> • The information given with this report indicates that a male student athlete is not represented on the Gender Equity Committee. It is highly recommended that both a male and female student athlete be represented on the Gender Equity Committee. • Although the over all expenditures per male and per female athletes appear to be in line the Gender Equity Committee needs to continue to look at the differences in coaches salaries and to have the minutes of the committee reflect the discussions concerning these potential red flag situations. • The facts and figures in this report indicate the Gender Equity Committee look at a potential red flag situation in the expenditures in Equipment and Supplies and the major differences in Boys and Girls Basketball and in Baseball and Softball. • The Gender Equity Committee needs to address the issues of Zero expenditures for travel in Boys/Girls Tennis. In today's world no one travels free. • The Gender Equity Committee needs to look at the Awards Expenditures to determine if the cost of banquets and other end of the year activities are included. The Gender Equity Committee needs to send to the KHSAA by October 1, 2010 a copy of the Iroquois High School Athletic Awards Policy.
--------------	--	---



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

KHSAA Form GE19
Rev. 04/09

(To be submitted by April 15, 2010 along with other required forms)

The Iroquois High School, Louisville, 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.)
Joey Riddle	4615 Taylor Blvd. Lou. KY 40215	502-485-8269	Principal
Mike Beard	4615 Taylor Blvd. Lou. KY 40215	502-485-8269	Athletic Director
Anna Frate	4615 Taylor Blvd. Lou. KY 40215	502-485-8269	Head Softball Coach
Dionne Chandler	4615 Taylor Blvd. Lou. KY 40215	502-485-8269	Head Girls Basketball Coach
Charles Scott	4615 Taylor Blvd. Lou. KY 40215	502-485-8269	Head Volleyball Coach
Monique White	4615 Taylor Blvd. Lou. KY 40215	502-485-8269	Student-Athlete
Aletha Fields	1205 Rogers St. Lou. KY 40204	502-262-4272	Parent

Recommended that both a male/female student athletic

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

Sep. 9, 2009
Dec. 2, 2009
Mar. 17, 2010

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

Name	Title	Address	Phone
Mike Beard	Athletic Director	4615 Taylor Blvd	502-485-8269

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

Name	Title	Address	Phone
Cheryl Walker	Director of Compliance and Investigation	3332 Newburg Rd. Louisville, KY 40218	502-485-3341

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.

[Handwritten Signature]
Principal's Signature

3/18/ 2010
Date

[Handwritten Signature]
Superintendent Signature

[Handwritten Signature]
School Board Chairpersons' Signature

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



**2009-2010
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (Form T-1)**

KHSAA Form T1
Rev. 11/09

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	469	43	81	36
Row 2	BOYS	614	57	141	64
Row 3	Totals	1083	100%	222	100%

Instructions:

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

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. * In addition, should 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.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard, if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: _____

Date: _____

4/12/10



**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	74	2	24	
Row 2	j.v.:	2	17	2	15	
Row 3	frosh:	0	0	0	0	
Row 4	total:	11	91	4	39	43
BOYS Row 5	varsity:	9	81	1	22	
Row 6	j.v.:	2	27	0	0	
Row 7	frosh:	2	33	0	0	
Row 8	total:	13	141	1	22	16

- 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: _____

Date: _____

[Handwritten Signature] *4/12/10*



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

KHSAA Form T3
Rev. 11/09

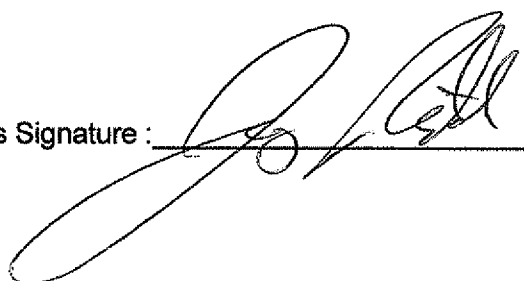
Participation Opportunities Test Three Full Accommodation

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?	N/A		N/A
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

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: 7/12/10



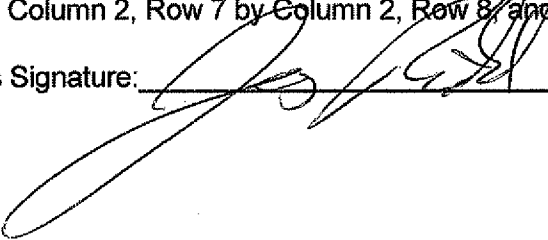
**2009-2010
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA Form T4
Rev. 11/09

Levels of Competition Test One

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	9	74	81
Row 2	j.v.:	2	17	19
Row 3	frosh:	0	0	0
Row 4	total:		91	100%
Boys				
Row 5	varsity:	9	81	57
Row 6	j.v.:	2	27	19
Row 7	frosh:	2	33	23
Row 8	total:		141	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: 4/12/10



**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	550		2454		550		8054	2/1	219					
B basketball	3312	★	2211		100		14018	4/3	219					
G softball	241		260		34		4911	2/1	579					
B baseball	2085	★	320		38		4776	2/1	834					
G cross country	0		80		12		2039	1/1						
B cross country	0		80		12		2039	1/1						
G golf	0		140		8		1988	1/1						
B golf	0		140		8		1988	1/1						
G soccer	N/A													
B soccer	888		265		36		3313	1/1	2257					
G swimming	N/A													
B swimming	N/a													

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: _____

[Handwritten Signature]



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
G track	16		170		17		2447	1/1				
B track	16		170		17		2447	1/1				
G tennis	30		0		8		2485	1/1				
B tennis	30		0		8		2485	1/1				
G volleyball	494		264		302		5607	2/2	166			
B wrestling	804		727		36		3976	1/1				
G (list sport)												
B football	4948		1038		153		14247	6/3	2352			
G (list sport)												
B (list sport)												

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	\$ 72,393.00	68
Girls	\$ 34,125.00	32
Total:	\$ 106,518.00	100%

\$ 93.37

Principal's Signature: _____

Date: 4/13/10



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

KHSAA Form T41
Rev. 11/09

DIRECTIONS:

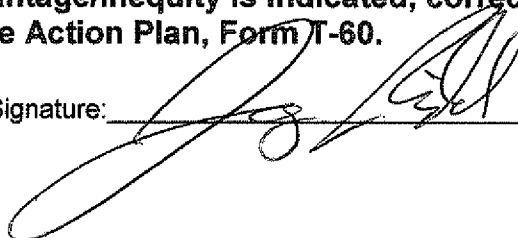
For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program. A review of T-35 and T-36 spending 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			N/A
Tutoring			X
Athletic Scholarships			N/A

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

Principal's Signature: _____

Date: _____


4/12/10



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

SCHOOL NAME: Iroquois High School

DIRECTIONS:

- For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
- It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2010.

COLUMN 1 SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 PLAN FOR SUGGESTED CHANGE	COLUMN 3 START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Painting of the softball press box.	Purchase paint and supplies and solicit volunteers to help with the painting.	Start and complete spring of 2010.
Additional bleachers for softball.	Submit work orders to Board of Education.	Start in spring of 2010, complete by fall of 2010.

Principal's Signature:  Date: 4/14/10