

# Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director \_\_\_\_\_

From: Louis Stout, Commissioner *Louis Stout*  
Brigid L. DeVries, Executive Assistant Commissioner *Brigid L. DeVries*

Date: May 29, 2001

Subject: Review of 2000-2001 Title IX Forms

Enclosed please find a copy of a review of the 2000-2001 Title IX Forms, submitted by your school. A copy of this information must be included in your permanent Title IX file at your school. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2000-2001 Title IX forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable.

Remember your permanent Title IX file at the school must be kept current with information pertaining to your athletics program. Copies of all KHSAA required documents should be part of this file and are subject to Open Records requests.

Should you need any further information, please do not hesitate to call anytime.

Memo

To: KHSAA Member School Superintendents, Principals, and Athletic Directors

From: Louis Stout, Commissioner *(Signature)*  
Brigid L. Devries, Executive Assistant Commissioner *(Signature)*

Date: May 31, 2001

RE: 2001 Title IX Forms Submission

School BEREA Reviewed By PHYLLIS CATLETT

The following is a status report regarding the required 2000 - 2001 Title IX submission of forms due in to the KHSAA office by April 15, 2001. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

I. Checklist of Forms properly submitted in a satisfactory manner:

- GE 19 (Annual Verification)
- T-1 (Summary Program Chart 1)
- T-2 (Summary Program Chart 2)
- T-3 (Summary Program Chart 3)
- T-4 (Summary Program Chart 4)
- T-41 (Checklist - Overall Interscholastic Program)
- T-60 (Corrective Action Plan)
- T-63 (Interscholastic Survey Results)

II. Status

- A.  2000 - 2001 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 and corrected copies are being returned to you for placement in your Title IX file to ensure proper submission in the future.

C.  The following forms were omitted and must be submitted by school representatives.

D.  Other Recommendation and Comments:

*All materials or information requested, as a result of the October 24, 2000 audit visit has been submitted in satisfactory conditions. No delay on the progress paper made.*

*Thanks for your hard work.*

APR 11 2001



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**  
(To be submitted by April 15, 2001 along with other required forms)

The Berea 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 Title 20, U.S.C. Titles 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, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)

- Established a gender equity committee at the high school. (list committee personnel provide attachment if necessary)

Name	Address	Phone	Title
Dennis Grant	#1 Pirate Parkway	986-8446	Pupil Personnel
Stephen Riddle	#1 Pirate Parkway	859-986-4911	Athletic Director
Sally Robinson	#1 Pirate Parkway	859-986-4911	Teacher-Parent
Andy Billings	206 Terri Ave	986-7437	Parent
Jennifer Plather	700 South Dogwood	986-5509	Student
Barbara Baker	#445 Christmas Ridge Rd	859-986-4398	Teacher
William Bondurant	#1 Pirate Parkway Berea, Ky. 40403	859-986-4911	Principal

- Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:

11-2-00  
1-18-01  
4-5-01

- Designated the following person as the Title IX coordinator for the school:

Dennis Grant Pupil Personnel #3 Pirate Parkway 859-986-8946  
Name Title Address Berea Ky. Phone  
40403

- School personnel is 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.

Wes Bondurant  
(School Authorized Signature)

Principal  
Position (Principal, Designated Rep)

4/6, 2001  
(Date)

Gay Coker  
(Superintendent Signature)

Tom McCay  
(School Board Chairperson)

**ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART 1**

**Participation Opportunities Test One**

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	139	47.8	158	45.1
BOYS	152	52.2	192	54.9
<b>Totals (2)</b>	<b>291</b>	<b>100%</b>	<b>350</b>	<b>100%</b>

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 4 calculations if applicable: 61

- 1) Determine the total number of girls enrolled.  
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 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 competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. 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 or cheerleaders). 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 they participate in. If applicable, please asterisk the above notation as to how many 8<sup>th</sup> grade students & below are included.
- 5) Calculate the percentage of female participation (Column 1) based on information from (Column 4).  
  
Calculate the percentage of male participation (Column 1) based on information from (Column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in Column 5 is within 3% of Column 3, then it provides a good target within which compliance is likely.

Signature: Steph Redelb

Date: 4-06-01

**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 2**

**Participation Opportunities Test Two**

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 8	1	21	13%
	j.v.: 5	1	17	11%
	frosh: 1			
	other: 0			
	total: 14	2	38	24%
BOYS	varsity: 9			
	j.v.: 5			
	frosh: 1			
	other: 0			
	total: 15			

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300 (taken from Form T-1, Column 4), then 21% of the current opportunities (63 of 300) have been added in the last five years. **Note:** The total number of male/female participants should be the same as Column 4 on Summary Program Chart 1 on Form T-1.

Note: If the percentage of current female 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. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature: Stephen Reddick Date: 4-06-01

**ACCOMMODATION OF INTERESTS AND ABILITIES**

**SUMMARY PROGRAM CHART 3**

**Participation Opportunities Test Three**

If girls are underrepresented in the interscholastic athletics program, answer the following questions for girls only. If boys are underrepresented in the interscholastic athletics program, answer the following questions for boys only.	GIRLS		BOYS
1. Is there an intramural team offered in a sport not now available in the interscholastic athletics program? (YES or NO)	Yes		
2. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams? (YES or NO)	NO		
3. For a sport currently offered, is there enough interest to form a viable team for a junior varsity, freshman, or other interscholastic level that is not currently offered? (YES or NO)	NO		
4. If you answered yes to question one, two, <u>or</u> three, are there enough other high schools in your school's normal competitive region offering the sport and competitive level of sport to constitute enough competition for a reasonable competitive schedule? (YES or NO)	Yes		

Signature: Steph Reddl Date: 4-6-01

**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 4**

**Levels of Competition Test One**

Team Levels	GIRLS	BOYS
Total Number of Athletics Participants in All Levels	158	192
1. Number of Varsity Teams Offered	8	9
2. Number of Participants on all Varsity Teams	94	139
3. Percentage of Total Varsity Participants By Sex	59%	72%
4. Number of Junior Varsity Teams Offered	5	5
5. Number of Participants on all Junior Varsity Teams	53	45
6. Percentage of Total Junior Varsity Participants By Sex	34%	23%
7. Number of Freshman Teams Offered	1	1
8. Numbers of Participants on all Freshman Teams	11	8
9. Percentage of Total Freshman Participants By Sex	7%	4%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 4, 7)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 5, 8)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)  
Example: Take the total number of female participants from the Summary Program Chart 1 (Form T-1) and divide it into the number of total participants for each varsity, junior varsity and freshman level. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: Stephen Redder Date: 4-6-01

## 2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

### Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Equipment and Supplies			✓
Scheduling of Games and Practice Time			✓
Travel and Per Diem Allowances			✓
Coaching			✓
Locker Rooms, Practice and Competitive Facilities			✓
Medical and Training Facilities and Services			✓
Publicity			✓
Support Services			✓
Athletic Scholarships**			
Tutoring**			
Housing and Dining Facilities and Services**			
Recruitment of Student Athletes**			

\*\* Athletic scholarships, tutoring specifically for athletes, housing and dining facilities and services, and recruitment of student athletes are usually not relevant at the high school level.

Signature: Stephen Kiddle Date: 4-06-01

School Year: 2001-2002  
Signature: Stephen R. Adkins  
Date: 4-15-01

7. Post Schedule in Student Packets  
to start year.

TITLE IX  
CORRECTIVE ACTION PLAN  
Aug. 2001

To utilize this form indicate the intended area which needs corrective action and the suggested change time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2001.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
<p>1. Purchase weights for weight room for ladies to use that would be more appropriate for lady athletes.</p> <p>2. Move pep rallies for girls sports -</p> <p>3. Change name of cheerleader teams from Boys - Girls varsity.</p> <p>4. Continue prime time for games for ladies games.</p>	<p>1. Purchase lighter weights and those more suited for lady athletes.</p> <p>2. Pep rallies for ladies teams during school year.</p> <p>3. Find names that show equality.</p> <p>4. Schedule games at prime time for girls.</p>	<p>August 2001</p> <p>August 2001</p> <p>August 2001 - May 2002</p>

5. Start Informal for ladies sports in fall if possible.

6. Change winter Homecoming to girls Basketball contest.

5. See if school may start more fundraisers for ladies during year.

6. Have Homecoming for boys & girls.

August 2001 - May 2002

INTERSCHOLASTIC ATHLETICS SURVEY  
Summary Of Student Responses

Instructions:

1. Summarize the Student Athletics Interest Surveys 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 the Summary Form (T-63) and mail the Summary Form only to the KHSAA by April 15, 2001. Do not mail the original.

Date: 4-06-01  
Completed By: Barbara Baker

Fall Sports (List Total Number of Participation Responses)

36 Football  
 \* 39 Girls' Volleyball  
 \* 13 Boys' Volleyball  
2 Boys' Cross-Country  
12 Girls' Cross-Country  
 \* 10 Girls' Field Hockey  
16 Boys' Golf  
10 Girls' Golf  
27 Boys' Soccer  
51 Girls' Soccer

\* We do not currently offer these sports, either in extra or intramurals.\*

Winter Sport (List Total Number of Responses)

29 Boys' Basketball  
32 Girls' Basketball  
5 Boys' Swimming & Diving  
25 Girls' Swimming & Diving  
 \* 13 Boys' Wrestling  
 \* 29 Girls' Gymnastics  
12 Boys' Indoor Track  
16 Girls' Indoor Track

Spring Sport (List Total Number of Responses)

22 Boys' Track  
39 Girls' Track  
23 Girls' Tennis  
17 Boys' Tennis  
 \* 32 Girls' Slow Pitch Softball  
34 Girls' Fast Pitch Softball  
18 Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
Gymnastics 2	2
Wrestling	6
Boys Volleyball	2
Girls Volleyball	9
Field Hockey	7
Ice Hockey	6
Cheerleading	5
(Ping pong, indoor soccer, skateboarding, snowboarding, weight lifting, billiards, girls baseball, lacrosse) - 1 each	

Number of Students who participate in Intramural Sports. (From Survey Question 5)

Sport	Number
Basketball 12	* Softball 8
Volleyball 15	* bowling 1
Football 5	* Cross country 1
soccer 6 *	* Track 1
baseball 1	
hockey 3 *	

List Intramural Sports students are interested in adding: (From Survey Question 6)

Sport	Number
Boys Volleyball	5
Girls Volleyball	10
Field Hockey	5
Soccer	7
(Wrestling, fencing, Flag Football, Rugby, cheerleading) 7 each	
(baseball, water polo, ultimate frisbee, tennis, swimming) 1 each	

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

Sport	Number
Softball	22
Soccer	14
Swimming	8
Martial Arts	3
Gymnastics	4
Golf	4
baseball	3
indoor soccer	5
Football	5
	2 each

Skateboarding, hockey, Bullfighting, tennis | each  
 Weightlifting, Rugby, billiards, Diving, horsehoes | each  
 BMX biking, cheerleading, volleyball

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

Response	Number
<u>10</u> I prefer other activities such as band, chorus, etc.	
<u>12</u> I don't have time	
<u>5</u> The practice schedules and game times are inconvenient	
<u>5</u> The sport I like isn't offered	
<u>4</u> It's too expensive	
<u>3</u> I prefer to participate in club or intramural sports	
<u>7</u> Working	
<u>4</u> Other	

Student Suggestions to encourage participation

Discourage tryouts, welcome everyone who wants to participate. Publicize all sports so students can be aware of what is here. Provide an easier way for students on free and reduced lunch to get the sports equipment they need, shoes etc. Emphasis how much fun sports can be to the entire student body.

Burton Sue Bell  
 Signature  
 Teacher  
 Title IX Committee

4-06-01  
 Date

120 Girls grades 8-11  
 97 Boys grades 8-11