



Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 ° www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

To: Superintendent, Principal, and Athletic Director

From: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner *LB*

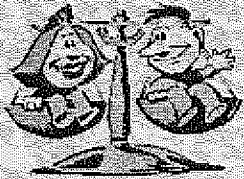
Date: August 25, 2003

Subject: 2002-2003 Annual Report Forms Submission

School: Franklin-Simpson High School

Enclosed please find a copy of Form T-65, The 2002-2003 Annual Report Forms Checklist. 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 2002-2003 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies and all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

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



MEMORANDUM

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

FROM: Brigid L. DeVries, Commissioner
Larry Boucher, Executive Assistant Commissioner *LB*

DATE: July 7, 2003

RE: 2003 Title IX Forms Submission

School	Franklin-Simpson High School	Reviewed by	Phyllis Catlett
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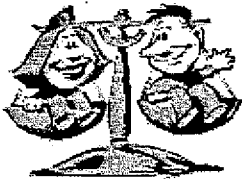
The following is a status report regarding the required 2002 - 2003 Title IX submission of forms due in to the KHSAA office by April 15, 2003. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

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

✓	GE 19 (Annual Verification)	✓	T-35 (Budget Expenses)
✓	T-1 (Summary Program Chart 1)	✓	T-36 (Budget Expenses)
✓	T-2 (Summary Program Chart 2)	✓	T-41 (Checklist - Overall Interscholastic Program)
✓	T-3 (Summary Program Chart 3)	✓	T-60 (Corrective Action Plan)
✓	T-4 (Summary Program Chart 4)	✓	T-63 (Interscholastic Survey Results)

II. Status

A.	✓	2002 - 2003 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: <ul style="list-style-type: none"> The survey shows an interest in swimming. Excellent return on the student survey.



MEMORANDUM

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

From: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner

Date: July 7, 2003

Re: 2003 Title IX Forms Submission

School	<u>FRANKLIN SIMPSON HIGH</u>	Reviewed by	<u>PHYLLIS CALETT</u>
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The following is a status report regarding the required 2002-2003 Title IX submission of forms which were due in to the KHSAA office by April 15, 2003. 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:

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

II. Status

A.	2002-2003 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: <i>The survey shows an interest in swimming. Excellent return on the student survey.</i>

APR 18 2003

KHSAA
Form GE19
Rev. 9/02



**2002-2003 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**
(To be submitted by April 15, 2003 along with other required forms)

The Franklin-Simpson High School, Franklin, 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, 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 and provide attachment if necessary)

Name	Address	Phone	Title
Tim Schlosser	312 Timberlane Dr.	586-0677	A.D. / Head Football Coach / Asst. Principal
Beth Ann Pardee	217 Grassland Ct. Bk, KY 42021	847-9671	Asst. Softball Coach / Teacher
Briette Crawford	510 Meadowlark Dr.	586-8210	Band member - Simpson Co.
Rick Dinkens	605 Hedgewood Dr.	586-0205	Parent
Gary Rogers	849 S. Main St.	586-0980	Softball Coach / Parent
Katie Murphree	2088 Pedon Mill Rd.	586-1703	Student

- Scheduled a minimum of three meetings during the 2002-2003 school year on the following dates:
Nov. 12, 2003
Jan 9, 2003
May 20, 2003

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

David Hughes Director of Special Education 205 Iris Dr. Franklin, KY 586-8877
Name Title Address Phone

- 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.

David F. Almond _____
Principal's Signature Date April 14 2003

[Signature] _____
Superintendent's Signature School Board Chairpersons' Signature

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

2002-2003
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev. 9/02

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	357	48%	161	38.1%
Row 2	BOYS	386	52%	261	61.9%
Row 3	Totals	743	100%	422	100%

Instructions:

*Number of 8th grade students & below used in Column 4 calculations if applicable: _____

- 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 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, (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 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: David F. Almand Date: 4/14/03

2002-2003
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

KHSAA
 Form T2
 Rev. 9/02

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 in Last Five Years	Number of Participants Added in Last Five Years	Percent of Total Participation By Sex Added in Last 5 Years
GIRLS	Row 1	varsity:	8	99	2	34
	Row 2	j.v.:	4	43	2	20
	Row 3	frosh:	2	19	1	10
	Row 4	total:	12	161	5	64
BOYS	Row 5	varsity:	8	153	1	34
	Row 6	j.v.:	4	67	1	14
	Row 7	frosh:	3	41	0	0
	Row 8	total:	15	261	2	48

- 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: David J. Almond Date: 4-14-03

2002-2003
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

For any question answered "YES" identify the respective sport(s).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. For a sport not currently played at the interscholastic level (varsity, junior varsity, or freshman) in your school, is there an intramural team offered for that sport?	NO		NO
2. 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 intramural team or community recreation teams?	NO		NO
3. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on student responses from the interscholastic survey?	NO		NO
4. For a sport currently offered at the varsity level only, is there sufficient interest to form a viable team for a junior varsity, or freshman team that is not currently offered?	NO		NO
5. For a sport currently offered at the junior varsity or freshman level is there sufficient interest to form a varsity team not currently offered?	NO		NO
6. If you answered YES to question (1), (2), (3), (4), or (5), are there enough high schools in your geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	NO		NO

Principal's Signature: David F. Almond Date: 4-14-03

2002-2003
ACCOMODATION OF INTERESTS AND ABILITIES+
SUMMARY PROGRAM CHART 4

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	99	61.4%
Row 2	j.v.:	4	43	26.7%
Row 3	frosh:	2	19	11.9%
Row 4	total:		161	100%
Boys				
Row 5	varsity:	8	153	58.6%
Row 6	j.v.:	4	67	25.6%
Row 7	frosh:	3	41	15.8%
Row 8	total:		261	100%

- 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.)
- 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.)
- 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: David J. Almond Date: 4-14-03

**2002-2003
BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards #		coaches' salaries (to include supplemental and extended employment)		facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E	B	E	B	E	B	E
G basketball	11,000	10,507.52					13,993. ⁰⁰	13,993. ⁰⁰	—	8,500. ⁰⁰		
B basketball	11,000	12,548.90					13,993. ⁰⁰	13,993. ⁰⁰	—	4,500. ⁰⁰		
G softball	4,500	5,106.58					7,300. ⁰⁰	7,300. ⁰⁰	—	1,500. ⁰⁰		
B baseball	4,500	3,662.60					7,300. ⁰⁰	7,300. ⁰⁰	—	4,000. ⁰⁰		
G cross country	1,250	1,240. ⁰⁰					1,040. ⁰⁰	1,040. ⁰⁰				
B cross country	1,250	1,200. ⁹²					1,040. ⁰⁰	1,040. ⁰⁰				
G golf	500	1,000. ²⁵					1,040. ⁰⁰	1,040. ⁰⁰				
B golf	500	639. ⁰⁰					1,040. ⁰⁰	1,040. ⁰⁰				
G soccer	2,500	1,804. ⁹⁰					2,704. ⁰⁰	2,704. ⁰⁰	—	25,000. ⁰⁰		
B soccer	2,500	2,626.21					2,704. ⁰⁰	2,704. ⁰⁰	—	25,000. ⁰⁰		
G swimming	—	—										
B swimming	—	—										

1. Budget and expenditures on this 2002-2003 year report due by April 15, 2003, should reflect the total monies budgeted and spent for the entire year of 2001-2002 ending June 30, 2002.

2. "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.

3. Booster Club Funding/Contributions must be included in the expenditures total.

Facilities Improvement - New Super in tent set made. improvements as needed. old set Budget.

Principal's Signature: *Davis J. Almond*

Date: *4-14-03*

* Travel paid for by board of education.
Awards are paid from 16th budget

2002-2003
BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING

Teams	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment)		facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E	B	E	B	E	B	E
G track	1,250. ⁰⁰	1,244.82					2,184. ⁰⁰	2,184. ⁰⁰				
B track	1,250. ⁰⁰	1,244.82					2,184. ⁰⁰	2,184. ⁰⁰				
G tennis	500. ⁰⁰	200. ⁰⁰					1,040. ⁰⁰	1,040. ⁰⁰				
B tennis	500. ⁰⁰	227.64					1,040. ⁰⁰	1,040. ⁰⁰				
G volleyball	2,000. ⁰⁰	830. ⁰⁰					2,600. ⁰⁰	2,600. ⁰⁰				
B wrestling	—											
G (list sport)												
B (football)	24,000. ⁰⁰	24,174.48					24,566. ⁰⁰	24,566. ⁰⁰	—	6,000. ⁰⁰		
G (list sport)												
B (list sport)												

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- "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.
- Booster Club Funding/Contributions must be included in the expenditures total.

Principal's Signature: David J. Almond Date: 4-14-03

2002-2003 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 9/02

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO (Respond based on Internal Evaluation by checking the appropriate column.)		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities			
BENEFITS			
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	NA	NA	NA
Tutoring			
Housing and Dining Facilities and Services	NA	NA	NA
Recruitment of Student Athletes	NA	NA	NA

Principal's Signature: _____

David J. Almond

Date: _____

4-14-03

School Name: Franklin - Simpson HS
 School Year: 2002 - 2003
 Principal's Signature: Ji Sll
 Date: 6/16/03

2002-2003
 TITLE IX
 CORRECTIVE ACTION PLAN

To complete this form, indicate the intended area which needs corrective action, the suggested change and 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, 2003.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
STORAGE FOR SOFTBALL FIELD	CONSTRUCT BUILDING AND PESIS BOX	COMPLETED BIDD IN SEPT. 2003
RESTROOMS FOR SOFTBALL/SOCCER FIELD	CONSTRUCT BUILDING	JULY 2003 - WORK IN PROGRESS
STORAGE FOR SOCCER TEAMS	CONSTRUCT BUILDING	JULY 2003 - WORK IN PROGRESS
SOCCER GAME FIELD W/LIGHTS	CONSTRUCT FIELD	AUGUST 2003 - WORK IN PROGRESS

An explanation (status report) is needed for all areas identified previously as items for correction as well as all areas currently identified as items for correction. This form shall be typed.

Principal's Signature: Ji Sll - Designated Rep Date: 6/16/03



2002-2003 INTERSCHOLASTIC ATHLETICS SURVEY

Summary of Student Responses

School Name: Franklin - Simpson High School
School Enrollment: 743
Date: 4/10/03
Completed By: Tim Schlosser

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 the Summary Form (T-63) and mail the Summary Form only to the KHSAA by April 15, 2003. 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.

568 Number of Surveys
483 Total Returned *4/10/03*
9-11 Grades Surveyed

How Was The Survey Administered? Surveys distributed during homeroom. Survey returned to
(e.g. was it given in all English classes, or all home rooms, or advisee/advisor?) Athletic Director and compiled

Fall Sports (List Total Number of Participation Responses)

12 Cross Country (Girls)
15 Cross Country (Boys)
6 Field Hockey (Girls)
101 Football (Boys)
12 Golf (Girls)
21 Golf (Boys)
29 Soccer (Girls)
33 Soccer (Boys)
63 Volleyball (Girls)
31 Volleyball (Boys)

Winter Sport (List Total Number of Participation Responses)

34 Basketball (Girls)
67 Basketball (Boys)
38 Gymnastics (Girls)
9 Indoor Track (Girls)
12 Indoor Track (Boys)
45 Swimming & Diving (Girls) ✓
15 Swimming & Diving (Boys) ✓
36 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

<u>75</u>	Baseball (Boys)
<u>31</u>	Fast Pitch Softball (Girls)
<u>23</u>	Slow Pitch Softball (Girls)
<u>19</u>	Tennis (Girls)
<u>23</u>	Tennis (Boys)
<u>34</u>	Track (Girls)
<u>24</u>	Track (Boys)

Other Sports (From Student Survey T-61 Question 10)

Name of Sport	Number of Students Interested In Participating
<u>Dirt Bike Racing</u>	<u>3</u>
<u>ATV Racing</u>	<u>4</u>
<u>Demolition Derbies</u>	<u>10</u>
<u>Dance</u>	<u>15</u>
<u>Wrestling</u>	<u>6</u>
_____	_____
_____	_____
_____	_____

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

Sport	Number
<u>We do not offer intramural sports</u>	
_____	_____
_____	_____
_____	_____
_____	_____

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

Sport	Number
<u>Boxing</u>	<u>2</u>
<u>Hockey</u>	<u>2</u>
<u>Swimming</u>	<u>10</u>
<u>Rollerblading</u>	<u>2</u>
<u>Dodge Ball</u>	<u>1</u>
<u>Wrestling</u>	<u>4</u>
<u>Basketball</u>	<u>8</u>
<u>Dance</u>	<u>15</u>

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

Sport	Number
Softball	25
Hunting	23
Dance	8
Baseball	44
Basketball	33

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

Response	Number
61 I prefer other activities such as band, chorus, etc.	
84 I don't have time	
12 The practice schedules and game times are inconvenient	
28 The sport I like isn't offered	
4 It's too expensive	
2 I prefer to participate in club or intramural sports	
55 Working	
17 Other	

Student Suggestions to encourage participation

Get idiots out of coaching	Better coaches
Offer paint ball	Make it cheaper
Don't make practice hard	
Give money to participants	
Show benefits of joining team	

David J. Almand

4-14-03

Principal's Signature

Date