



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 

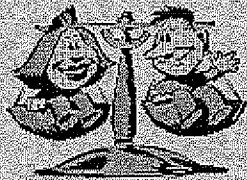
Date: September 2, 2003

Subject: 2002-2003 Annual Report Forms Submission

School: Hazard 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: August 19, 2003

RE: 2003 Title IX Forms Submission

School	Hazard 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 expenditures for baseball and softball should be reviewed by your Gender Equity Review Committee. • It is recommended that students be surveyed in grades 8-11. School personnel needs to initiate a method that provides a higher rate of return on the survey given to the student body.



MEMORANDUM

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

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

Date: 8/19/03

Re: 2003 Title IX Forms Submission

School: HARARD HIGH Reviewed by: PHYLLIS CARTER

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.	<input checked="" type="checkbox"/>	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 forms of expenditures for baseball and softball should be reviewed by the County Committee. It is suggested that students be surveyed on gender B & H. The school needs to initiate a method that provides a higher rate of return on survey given to the student body.</i>

JUL 30 '03 14:41 TO-916064392285

FROM-KHSAA

T-353 P.02/02 F-915



KHSAA Form 0219 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 Hazard High High School, Hazard, 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)

Table with 4 columns: Name, Address, Phone, Title. Lists committee members like Donald Mabelini (Principal), William Eganin (Teacher/Coach), Candina Eganin (Teacher/Coach), Irvin Spantman (Athletic Director), Deborah Caldwell (Athletic Bookkeeper), Kelly Allice (Student), and Paul Sidwell (Parent).

Scheduled a minimum of three meetings during the 2002-2003 school year on the following dates: August 21, 2002; November 18, 2002; March 10, 2003.

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

Sandra Johnson, DPP, 325 Broadway, 436-3711 (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.

Principal's Signature: [Signature], Date: 8/11/2003

Superintendent Signature: [Signature], School Board Chairpersons' Signature: [Signature]

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

Hazard

APR 17 2003

2002-2003

KHSAA
Form T1
Rev. 9/02

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

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	153	54%	120	49%
Row 2	BOYS	132	46%	124	51%
Row 3	Totals	285	100%	244	100%

Instructions:

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

- 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 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.
- 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: [Signature] Date: 4/15/03

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 2

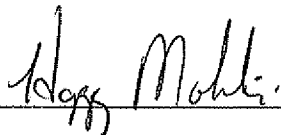
Participation Opportunities Test Two

			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:	6	72	1	16	
	Row 2	j.v.:	3	40	1	12	
	Row 3	frosh:	1	8			
	Row 4	total:	10	120		28	23%
BOYS	Row 5	varsity:	6	88			
	Row 6	j.v.:	3	29			
	Row 7	frosh:	1	7			
	Row 8	total:	10	124			

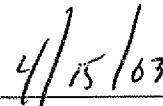
- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. **CAUTION:** 25% is not a formal compliance standard.

Principal's Signature: _____



Date: _____



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: Wally Mohler Date: 4/15/03

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:	6	72	60%
Row 2	j.v.:	3	40	33%
Row 3	frosh:	1	8	7%
Row 4	total:		120	100%
Boys				
Row 5	varsity:	6	88	71%
Row 6	j.v.:	3	29	23%
Row 7	frosh:	1	7	6%
Row 8	total:		124	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 1, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1.
 - Divide Column 1, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 1, 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 1, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 1, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 1, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: _____

Steph Moble

Date: _____

4/15/03

**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	2700.	2650.	1000.	735	400	375	11,000	11,000			500	500
B basketball	2700.	2500.	1,000	975.	400.	375.	11,000	11,000			500	500
G softball	1845.	1710.	500	380.	200.	300.	5,000	5,000				
B baseball	400.	2375.	2,000	2,110.	200.	200.	5,000	5,000				
G cross country												
B cross country												
G golf Combined	1500.	1485.	1000.	996			1,500	1,500				
B golf												
G soccer Combined	200	205	200	198			2,000	2,000				
B soccer												
G swimming												
B swimming												

- 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.
- "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: _____

[Handwritten Signature]

Date: _____

4/15/03

2002-2003
BUDGETTED 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 <i>Combined</i>	450	375.	200.	173.			3,000	3,000				
B track <i>↗</i>												
G tennis <i>Combined</i>	250	250.	1,500	1,376.			2,000	2,000				
B tennis <i>↗</i>												
G volleyball	1000.	875	200	176	200	150	2,000	2,000				
B wrestling												
G (list sport)												
B (football)	7,000	6800.	1500	907	400	375	11,000	11,000				
G (list sport)												
B (list sport)												

- 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.
- "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: _____

Steph Mills

Date: _____

4/15/03

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			✓
Tutoring			✓
Housing and Dining Facilities and Services			✓
Recruitment of Student Athletes			✓

Principal's Signature: _____

Happy Melchior

Date: _____

4/15/03

**2002-2003
TITLE IX
CORRECTIVE ACTION PLAN**

School Name: HAZARD HIGH SCHOOL
 School Year: 2002-03
 Principal's Signature: *Steph Madala*
 Date: 7/1/03

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
PRIME TIME SCHEDULING FOR GIRL'S BASKETBALL.	SCHEDULE MORE TUESDAY/FRIDAY/ SATURDAY NIGHT GAMES.	2003-04 SEASON
GIRL'S SOFTBALL FACILITY	FINALIZE FACILITY UPGRADE.	2003-04 SCHOOL YEAR
INCREASE FEMALE ATHLETIC PARTICIPATION	CONTINUE TO OFFER SOCCER, TENNIS, GOLF, TENNIS, TRACK, SOFTBALL, VOLLEYBALL, AND BASKETBALL.	2003-04 SCHOOL YEAR

* 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: *Steph Madala* Date: JULY 1, 2003

2002-2003 INTERSCHOLASTIC ATHLETICS SURVEY

Summary of Student Responses

School Name: Hazard High School
 School Enrollment: 285
 Date: 4/15/03
 Completed By: Sandra Johnson

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.

150 Number of Surveys
92 Total Returned *10/17/03*
9-12 Grades Surveyed

How Was The Survey Administered? 1st Period
 (e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)

Fall Sports (List Total Number of Participation Responses)

8 Cross Country (Girls)
 _____ Cross Country (Boys)
3 Field Hockey (Girls)
 _____ Football (Boys)
3 Golf (Girls)
 _____ Golf (Boys)
6 Soccer (Girls)
 _____ Soccer (Boys)
32 Volleyball (Girls)
 _____ Volleyball (Boys)

Winter Sport (List Total Number of Participation Responses)

12 Basketball (Girls)
 _____ Basketball (Boys)
20 Gymnastics (Girls)
 _____ Indoor Track (Girls)
 _____ Indoor Track (Boys)
17 Swimming & Diving (Girls)
 _____ Swimming & Diving (Boys)
 _____ Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

_____ Baseball (Boys)
16 Fast Pitch Softball (Girls)
6 Slow Pitch Softball (Girls)
13 Tennis (Girls)
 _____ Tennis (Boys)
10 Track (Girls)
 _____ Track (Boys)

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

Name of Sport	Number of Students Interested In Participating
<u>Girls Football</u>	<u>5</u>
<u>Swimming/Diving</u>	<u>2</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

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

<u>Sport</u>	<u>Number</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

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

<u>Sport</u>	<u>Number</u>
<u>Softball</u>	<u>1</u>
<u>Basketball</u>	<u>2</u>
<u>Volleyball</u>	<u>1</u>
_____	_____
_____	_____
_____	_____

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

Sport	Number
NSA Softball	3
AAU Basketball	4

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

Response	Number
11 I prefer other activities such as band, chorus, etc.	
6 I don't have time	
2 The practice schedules and game times are inconvenient	
7 The sport I like isn't offered	
2 It's too expensive	
I prefer to participate in club or intramural sports	
3 Working	
9 Other	

Student Suggestions to encourage participation

More money to help teams.
 Count cheerleading as a sport
 More flexible practice schedules

Wesley Mohr
 Principal's Signature

4/15/03
 Date