



Kentucky High School Athletic Association

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

MEMORANDUM

To: Superintendent, Principal, and Athletic Director
Raceland High School

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

Date: May 7, 2004

Subject: 2003-2004 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, The 2003-2004 Title IX 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 2003-2004 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.

Raceland/Worthington High School

500 Ram Blvd
Raceland, KY 41169
606-836-8221

NOV 26 2003

Prime time

Danny A. Mercer, Principal

Nov. 24, 2003

Mr. Boucher,

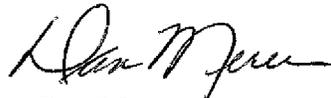
Re: Correspondence dated Nov. 10, 2003

Far from the truth is that little attention is being focused on the Title IX deficiency of prime time games for our girls basketball team. I believed we were making positive progress in this area having eight of twenty-three games scheduled on the prime nights for the 2003-04 season but that was before I learned that in order to count toward Title IX compliance, prime time contests must be home games.

I have met with our Title IX committee, site based council and have informed our boys and girls coaches of our situation and will attempt to correct by next season, 2004-05. Our plan is to begin with our contacts for scheduling games for next year immediately after the Christmas break. Girls will be given the first priority of scheduling with the exception of boy's dates already under contract.

I thank you for your assistance and information in this matter and look forward to speaking with you again.

Respectfully,



Dan Mercer

Cc: Commissioner DeVries
John Stephens, Supt. of R/W Schools
Shawn Johnson, boys Coach
Kim Sexton, Girls Coach
R/W SBDM Council
R/W Title IX Committee

Kentucky High School Athletic Association

November 10, 2003

Mr. Dan Mercer, Principal
Raceland High School
500 Rams Blvd.
Raceland, KY 41169

Dear Mr. Mercer:

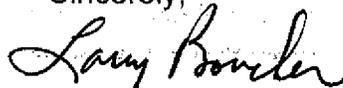
Based on an on-site Audit Review in the 2002-03 school year, KHSAA Audit Staff members requested information regarding the intent to be taken by Raceland High School to rectify the limited number of "prime time" playing opportunities afforded the girl's basketball team. Information received from Raceland High School did not adequately address the specific intent that was to be undertaken. In fact, a review of your 2003-04 girl's basketball schedule indicates just the opposite.....the girl's "prime time" opportunities diminished from 29% in 2002-03 to 18% in 2003-04. During the 2003-04 basketball season, your boy's teams "prime time" playing opportunities exist at 50%. Obviously, little, if any, attention has been focused on this Title IX deficiency.

You are directed to provide to the KHSAA, no later than December 1, 2003, written documentation regarding Raceland High School plans to ensure that no less than 40% of girl's basketball games for the 2004-05 season will be played during "prime time" opportunities. "Prime time" is defined as play on Friday and/or Saturday. Anything less than 40% "prime time" play in 2004-05 for girl's basketball will necessitate a review of the reduction or elimination of boy's basketball games played in "prime time."

Hopefully, other than our need to monitor this progress, you will ensure that further corrective action by the KHSAA will not be necessary and that Raceland High School girl's basketball players receive the same benefits Raceland High School's boy's basketball team members receive. If you have any questions, please contact me.

C: Commissioner DeVries

Sincerely,



Larry Boucher
Assistant Commissioner



Kentucky High School Athletic Association

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MEMORANDUM

To: Superintendent, Principal, and Athletic Director
Raceland High School

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

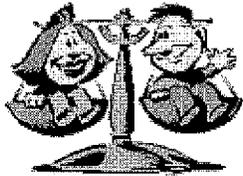
Date: May 7, 2004

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MEMORANDUM

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

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

DATE: May 7, 2004

RE: 2004 Title IX Forms Submission

School	Raceland High School	Reviewed by	Gordon Bocock
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The following is a status report regarding the required 2003 - 2004 Title IX submission of forms due in to the KHSAA office by April 15, 2004. 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-36 (Budget Expenses)
✓	T-1 (Summary Program Chart 1)	✓	T-41 (Checklist – Overall Interscholastic Program)
✓	T-2 (Summary Program Chart 2)	✓	T-60 (Corrective Action Plan)
✓	T-3 (Summary Program Chart 3)	✓	T-63 (Interscholastic Survey Results)
✓	T-4 (Summary Program Chart 4)	✓	T-68 (Five Year Summary)
	T-35 (Budget Expenses)		

II. Status

A.		2003 – 2004 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: <ul style="list-style-type: none"> ▪ Forms T-35 & T-36;
C.		The following forms were omitted and must be submitted by school representatives:
D.	✓	Other Recommendation and Comments: <ul style="list-style-type: none"> ▪ Need documentation to explain the \$1,200 difference in spending for boys' and girls' equipment & supplies. ▪ Explain the zeros, especially the six zeros in regard to travel. ▪ Need documentation to explain the \$2,643 difference in awards for boys' and girls' track. ▪ Need documentation to explain the difference in coaching salaries for like sports: <ol style="list-style-type: none"> 1. Boys'/Girls' Basketball 2. Boys' Baseball/Girls' Softball 3. Boys'/Girls' Track ▪ Looking at the total budget shows a large difference when comparing monies spent on boys' and girls' awards. Form T-1 shows that 51% of the athletes participating are female. Not counting football, it appears that 27% of the total money spent on awards was spent on female awards. ▪ Please submit all requested documentation to the KHSAA no later than June 15, 2004.

Raceland/Worthington High School

500 Ram Blvd.
Raceland, KY 41169
606-836-8221

Dan Mercer, Principal

June 12, 2004

To Whom It May Concern:

Response to Title IX issues stated in correspondence dated May 7, 2004:

*Documentation to explain the \$1,200 difference in spending for boys' and girls' equipment:

We make an attempt to alternate the purchasing of uniforms and major equipment. Last year boys basketball uniforms were purchased and the girls have ordered new uniforms for next.

*Zeros in columns, especially the ones in regard to travel:

Our board of education pays for the transportation for our teams. Expenses often incurred are lodging and meals and in the areas where zeros are shown there were no additional expenses beyond the transportation.

There was no expenditures in boys cross country for awards and equipment

*Difference in boys and girls track awards:

Our boy's track team won the class A state championship. The boys, community and parents presented the boys rings for their effort provided by fundraisers.

*The difference in coaching salaries for like sports:

Coaches are paid a base salary and are award a 2% increment for each year of service. See enclosed pay schedule.

*Difference in boys and girls awards:

The difference in monies spent for boys and girls is found in my previous statement regarding our boys being awarded state track championship rings.

RACELAND-WORTHINGTON PROPOSED SALARY INCREASES IN 2 PERCENT INCREMENTS PER YEAR

YEARS OF EXPERIENCE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	%
HEAD BASKETBALL COACH (BOYS/GIRLS)	4700	4794	4890	4988	5087	5189	5293	5399	5507	5617	5729	5844	5961	6080	6202	6326	2
HEAD FOOTBALL COACH																	
HEAD ASSISTANT FOOTBALL COACH																	
HEAD ASSISTANT BASKETBALL COACH	2400	2448	2497	2547	2598	2650	2703	2757	2812	2868	2926	2984	3044	3105	3167	3230	2
VARSITY CHEERLEADING/SPONSOR																	
VARSITY ACADEMIC COACH																	
JR. HIGH	1850	1887	1925	1963	2002	2043	2083	2125	2168	2211	2255	2300	2346	2393	2441	2490	2
FOOTBALL COACH																	
HEAD TRACK COACH																	
HEAD BASEBALL COACH	1725	1760	1795	1831	1867	1905	1943	1981	2021	2062	2103	2145	2188	2231	2276	2322	2
HEAD SOFTBALL COACH																	
ASSISTANT JR. HIGH FOOTBALL COACH																	
ASSISTANT BOYS TRACK COACH																	
ASSISTANT BASEBALL COACH	1350	1377	1405	1433	1461	1491	1520	1551	1582	1613	1646	1679	1712	1746	1781	1817	2
ASSISTANT SOFTBALL COACH																	
FRESHMAN BOYS BASKETBALL COACH	1200	1224	1248	1273	1299	1325	1351	1378	1406	1434	1463	1492	1522	1552	1583	1615	2
JR. HI GIRLS BASKETBALL COACH																	
7TH GRADE BASKETBALL COACH																	
8TH GRADE BASKETBALL COACH	1000	1020	1040	1061	1082	1104	1126	1149	1172	1195	1219	1243	1268	1294	1319	1346	2
CROSS COUNTRY COACH (BOYS/GIRLS)																	
JR. VARSITY	850	867	884	902	920	938	957	976	996	1016	1036	1057	1078	1100	1122	1144	2
CHEERLEADING																	
ASSISTANT VARSITY	800	816	832	849	866	883	901	919	937	956	975	995	1015	1035	1056	1077	2
ACADEMIC COACH																	
TENNIS COACH (BOYS)																	
TENNIS COACH (GIRLS)	750	765	780	796	812	828	845	862	879	896	914	933	951	970	990	1009	2
GOLF COACH (BOYS)																	
GOLF COACH (GIRLS)																	
EQUIPMENT	675	689	702	716	731	745	760	775	791	807	823	839	856	873	891	908	2
MANAGER																	
JR. HIGH ACADEMIC COACH	650	663	676	690	704	718	732	747	762	777	792	808	824	841	858	875	2
VARSITY CHEERLEADING COACH	500	510	520	531	541	552	563	574	586	598	609	622	634	647	660	673	2
ASSIST. JR. HI. ACADEMIC COACH																	
JR. HIGH	300	306	312	318	325	331	338	345	351	359	366	373	380	388	396	404	2
CHEERLEADING																	
<i>Elem. Baseball</i>	737	752	767	782	798	814	830	847	864	881	899	917	935	954	973	992	2
CENTRAL OFFICE PERSONNEL																	
	CURRENT SALARY								PROPOSED SALARY								
D P P and SUPERVISOR	1361																

Raceland/Worthington High School

*500 Ram Blvd.
Raceland, KY 41169
606-836-8221*

Dan Mercer, Principal

Date: July 8, 2003

Re: KHSAA Form T65

Corrective Action Plan (T 60) was mailed to your office June 17, 2003. I have included a copy in this mailing.

Issues of concern on forms T-35 & T-36:

*The zeros in baseball, tennis and volleyball travel:

No expenses incurred by these teams. Our board of education provided the transportation.

*Lack of coaching salaries in tennis:

Both boys and girls tennis coaches receive \$812 each.

*The difference in awards for boys and girls:

This is an area that will be researched by the Title IX committee and be included in our corrective action plan. In the past, we have allowed our coaches to award their athletes at their discretion. We will attempt to provide a more equitable manner in which our athletes are awarded.

I apologize for the errors and inconvenience.

Respectfully,



Dan Mercer

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

School Name: Racelan
 School Year: 2002-03
 Principal's Signature: _____
 Date: April 2, 2003

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
Schedule for uniform replacement for boys and girls	No schedule is being followed at this time and a fair & equitable manner is being considered	2003-04 school year
Press box at softball field	A press box will be constructed at the softball field	2005 season. Currently on district wide facility plan
Locker rooms for boys and girls	New locker rooms & weight facilities for boys and girls	New gym expected for completion fall of 2005
<i>Awards</i>	<i>Awarding Students Equity for their participation.</i>	<i>2003-04 School year</i>

▪ 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: *K. Gary A. McLean*

Date: 7/8/03

Response to Item #8, KHSAA Recommended Action

(Prime Time Contest/Girls Basketball)

The RWHS girl's basketball coach has been given the priority of scheduling prime time games for the upcoming season. She finds it difficult to schedule any more prime time games than listed on last year's schedule. This is one area that we find ourselves at the mercy of our opponents and their ability to schedule. This will be a continued effort and I believe, in time, we will be able to schedule a sufficient number of games during prime time. This may be one area that may take some time to get our scheduled aligned.

(Coaching)

The base salary of common coaches, boys & girl's basketball, boys & girl's track, etc., is the same. The difference in salaries comes with time in service in that particular sport. Coaches are given a 2% increase for every year of service served in that sport in addition to the base salary.

(Locker Room, Practice and Competitive Facilities)

In the very near future we plan to move into a new gymnasium and athletic complex. Plans have been made to provide for locker facilities, medical and training facilities. As far as the playing area of the softball field, we have hosted the regional tournament on our field and we received positive reviews of our facility. I have included pictures of our outfield area and fail to see the problem with a low place in center and right field. Please see the attached pictures of our field looking from home plate to right center field and from the right field foul line to center field.

Not having a press box is a definite problem and it is an item included in our district wide facility improvement plan. During big games or tournament play an area in the stands, behind home plate, is roped off for scorekeepers and public address announcer. At the present time, the only alternative is not to use the press box at the baseball field.

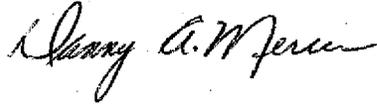
(Medical and Training Facilities)

There is no discrepancy in who pays for physical examinations. The school has arranged with the local outreach health centers for physical examinations at a school discount rate with the student being responsible for his/her physical examination. RWHS has a contract through the Ashland Physical Therapy that provides:

- Athletic trainer at games
- Walk-in clinics on an as needed basis for both on and off-season activities
- Consultation with local orthopedist for more serious injuries
- Off-season training programs for interested athletes
- Fitness club memberships

A schedule for weight room use has been established and posted on the door. Coaches will schedule through the athletic director for opportunities to use on an equal basis.

Dan Mercer, Principal/AD

A handwritten signature in cursive script that reads "Dan Mercer". The signature is written in dark ink and is positioned below the typed name.