

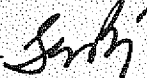


Kentucky High School Athletic Association

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

MEMORANDUM

To: Superintendent, Principal, and Athletic Director
Lloyd Memorial High School

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

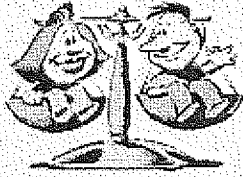
Date: May 19, 2005

Subject: 2004-2005 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the 2004-2005 KHSAA Title IX Annual Report Submission Status Report. 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 Team Members may have requested resubmission of some of the 2004-2005 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.



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2004-2005**

KHSAA
Form T65
Revised 4/05

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

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

DATE: May 19, 2005

School	Lloyd Memorial High School	Reviewed by	Gordon Bocock
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The following is a status report regarding the required 2004 - 2005 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2005. 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:

✓	GE 19 (Annual Verification)	✓	T-35 (Budget Chart)
✓	T-1 (Summary Program Chart 1)	✓	T-36 (Budget Chart)
✓	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)		

II. Status

A.		2004 – 2005 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.		The following forms were omitted and must be submitted by school representatives:
D.	✓	<p>Other Recommendation and Comments:</p> <ul style="list-style-type: none"> ▪ The Gender Equity Review Committee "should" have a male and a female athlete as active members. ▪ On Form T-35, it is noted that there is still a big difference in the salaries of baseball/softball. No later than June 15, 2005, please submit a statement as to why these salaries are not equal when they are in other like-sports at Lloyd Memorial. ▪ Please have the Equity Committee look at Forms T-35 & T-36 for possible red-flag issues, such as a \$2,500 difference in boys'/girls' basketball equipment and supplies. Many times these possible red-flag issues need a written explanation.



**2004-2005 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

(To be submitted by April 15, 2005 along with other required forms)

APR 14 2005

The Lloyd Memorial High School, Erlanger, 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)

*see attached document

Scheduled a minimum of three meetings during the 2004-2005 school year on the following dates:

October 18, 2004

January 24, 2005

May 9, 2005 *OK*

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

Chad D. Molley	Assistant Principal Athletic Director	450 Bartlett Avenue Erlanger, KY 41018	859 727-5908
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Name	Title	Address	Phone
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Designated the following person(s) as the Title IX coordinator for the district:

Chad D. Molley	Assistant Principal Athletic Director	450 Bartlett Avenue Erlanger, KY 41018	859 727-5908
----------------	--	---	--------------

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.

Chad D. Molley April 15, 2005
Principal's Signature Date

Michael D. Smith *[Signature]*
Superintendent Signature School Board Chairpersons' Signature

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

**Gender Equity Committee Personnel
And Title IX Coordinators**

Chad D. Molley – District/School Title IX Coordinator
Assistant Principal/Athletic Director - Lloyd Memorial High School
450 Bartlett Avenue
Erlanger KY 41018
859 727-5908

Mike Sander
Superintendent – Erlanger/Elsmere Independent School District
500 Graves Avenue
Erlanger, KY 41018
859 727-2009

John Riehemann
Principal – Lloyd Memorial High School
450 Bartlett Avenue
Erlanger KY 41018
859 727-1555

Bob Elliott
Assistant Principal – Lloyd Memorial High School
450 Bartlett Avenue
Erlanger KY 41018
859 727-1555

Rhonda Smith
Teacher/Coach/Parent – Lloyd Memorial High School
450 Bartlett Avenue
Erlanger KY 41018
859 727-1555

All Head Coaches of the High School athletic programs are required to be a part of this committee as well.

*Students
Missing*

2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev. 10/04

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	287	48% ✓	152 ✓	39% ✓
Row 2	BOYS	311	52% ✓	236	61% ✓
Row 3	Totals	598 ✓	100%	388 ✓	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 55

- 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: Charles H. Hely ✓ Date: 4/15/05

2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

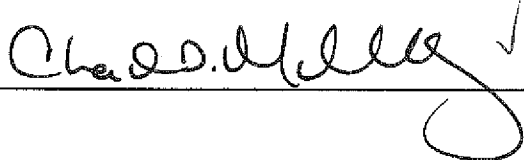
KHSAA
 Form T2
 Rev. 10/04

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:	7	90	1(2002-2003)	23	
	Row 2	j.v.:	7	62	1(2001-2002)	15	
	Row 3	frosh:	0	0	1(2003-2004)	0	
	Row 4	total:	14	152	3	38	25%
BOYS	Row 5	varsity:	8	138	1(2002-2003)	32	
	Row 6	j.v.:	7	56			
	Row 7	frosh:	2	42			
	Row 8	total:	17	236	1	32	13.5%

- 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: 4/15/05

2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 3

KHSAA
 Form T3
 Rev. 10/04

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, based on your most recent Student Interest Survey, to form a viable interscholastic team based on student responses from the interscholastic survey? If yes, what sport?	No	No
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, 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, based on your most recent Student Interest Survey, 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?	N/A	N/A

Principal's Signature: Charles D. Helle Date: 4/15/05

2004-2005
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:	7	90	59%
Row 2	j.v.:	7	62	41%
Row 3	frosh:	0	0	0%
Row 4	total:	14	152	100%
Boys				
Row 5	varsity:	8	138	58%
Row 6	j.v.:	7	56	24%
Row 7	frosh:	2	42	18%
Row 8	total:	17	236	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: 4/15/05

**2004-2005
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)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G basketball	100	1100	80	13,200	0	0
B basketball	3500	1100	80	13,200	0	0
G softball	3600	1100	80	4000	0	0
B baseball	100	2000	80	7000	0	0
G cross country	175	800	80	2000	0	0
B cross country	175	800	80	2000	0	0
G golf	N/A	N/A	N/A	N/A	N/A	N/A
B golf	100	600	80	1500	0	0
G soccer	100	1050	80	3000	0	0
B soccer	N/A	N/A	N/A	N/A	N/A	N/A
G swimming	N/A	N/A	N/A	N/A	N/A	N/A
B swimming	N/A	N/A	N/A	N/A	N/A	N/A

1. Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.

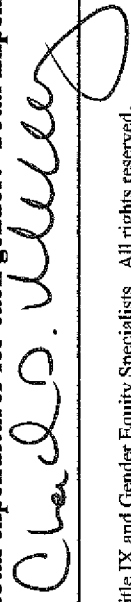
2. Booster Club Funding/Contributions must be included in the expenditures total.

Principal's Signature: Charles D. Dulla Date: 4/15/05
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**2004-2005
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)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G track	1800	1125	80	3600	0	0
B track	1800	1125	80	3600	0	0
G tennis	100	N/A	N/A	N/A	N/A	N/A
B tennis	100	N/A	N/A	N/A	N/A	N/A
G volleyball	100	1150	80	3800	0	0
B wrestling	N/A	N/A	N/A	N/A	N/A	N/A
G (list sport)						
B (football)	8400	1100	80	26,200	0	0
G (list sport)						
B (list sport)						

1. Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.
2. Booster Club Funding/Contributions must be included in the expenditures total.
3. Indicate percentage of total expenditures for each gender: Total Expenditures \$117,260 % for boys 64% % for girls 36%

Principal's Signature: 

Date: 4/15/05

2004-2005 KHSAA TITLE IX ATHLETICS AUDIT

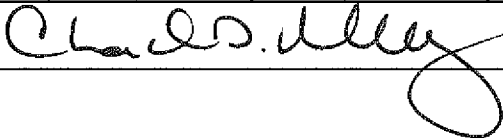
KHSAA
Form T41
Rev. 10/04

Checklist - Overall Interscholastic Athletics Program

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.

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
Athletic Scholarships			N/A
Tutoring			X
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

Principal's Signature:  Date: 4/15/05

SCHOOL NAME
Lloyd Memorial

2004-2005
TITLE IX

KHSAA
Form T60
Rev. 10/04

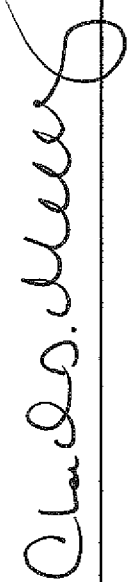
CORRECTIVE ACTION PLAN

DIRECTIONS:

1. For Column 1, indicate the intended area 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.
2. 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.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2005.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
Girl's Soccer Program	Continue to move program in the direction to support Varsity and JV teams (currently JV only).	On-going. Progress will be evaluated on a yearly basis.
Initiate a Team Recognition Code	Equitable code for all sports.	Passed Gender Equity Committee and SBDM Council in 2003.
Use of weight room	Move facility and develop an equitable schedule for use for all sports.	On-going. Progress will be evaluated on a yearly basis.
Expansion of team sports opportunities based on 2002-2003 survey results	Investigate interest in a swimming/diving team for the girl's.	2003-2004 school year - investigation Determined that there was not adequate participation to start program. Will advise those interested of other opportunities and ability to compete individually under the school's name.
Expand the membership of the Gender Equity Committee	Committee membership will increase to include more faculty, parents, and the superintendent	On-going. Progress will be evaluated on a yearly basis.
Develop a plan for the continued display of trophies and team recognition/awards	Move older KHSAA and NKAC awards to the Alumni Association Meeting Room for display, develop a plan to decide what will be displayed, where, and how long.	Summer 2004 moving 1950,60 awards to Alumni Association Meeting Room. Other items for discussion in May Gender Equity Committee Meeting.
Expansion of team sports opportunities based on 2003-2004 survey results	Investigate interest in sports with sufficient interest as indicated by 2003-2004 survey results.	Discussion in Gender Equity Committee Meetings in 2004-2005.

Principal's Signature: _____



Date: 4/15/05



LLOYD MEMORIAL HIGH SCHOOL
ATHLETIC DEPARTMENT

June 3, 2005

File
10-21-05
JUN 08 2005

Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner
KHSAA
2280 Executive Drive
Lexington, KY 40505

Ms. DeVries and Mr. Boucher:

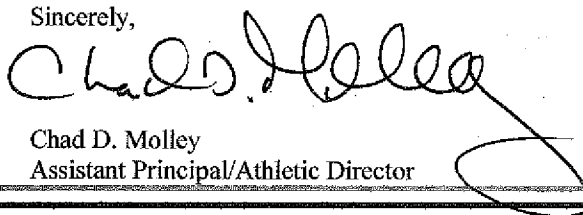
This letter is in response to the KHSAA Title IX Annual Submission Status Report for the 2004-2005 school year. It was required that a statement be made regarding the difference in salaries between the baseball and slow-pitch softball programs.

Our school district has approved four stipends, totaling \$7000, for the baseball program and two stipends, totaling \$4000, for the slow-pitch softball program for the following reasons:

1. The number of athletes in the baseball program is greater than that of the slow-pitch softball program, thus requiring more coaches.
2. Baseball plays its varsity and junior varsity games on the same day, but at separate sites, which requires coaches to travel with one of the teams each day. Slow-pitch softball plays its varsity and junior varsity games on the same day at the same site, which means that both coaches are in attendance for both varsity and junior varsity games.
3. The stipends for the Head Coach and Assistant Coaches for the baseball and slow-pitch softball programs are identical, however, there are two additional Assistant Coaches for the baseball program.
4. Because the varsity and junior varsity baseball games are played at separate sites each day and require coaches at each site, we choose to pay two additional coaches to handle those additional responsibilities, rather than rely on volunteers. We feel it is in the best interest of the athletes, and for their overall safety.

I think that if you look at the success of our slow-pitch softball program over the last several years and its level of participation you will come to the same conclusion that I have; that we are providing an outstanding opportunity for those young ladies to participate in a sport that they truly enjoy and that they are having a meaningful and beneficial experience in the program. It's just a shame that the KHSAA is more focused on coaching salaries than they are on continuing to provide this opportunity to a great deal of young ladies. Is not the true nature of Title IX to provide more opportunities for women to participate in athletics, not force them into certain ones? We won't have to deal with this salary discrepancy for much longer, since the life span of slow-pitch softball is only two more years. At that point my problem will become much larger, like trying to figure out how to account for the twenty-five females that no longer have a sport to participate in on the annual Title IX Reports.

Sincerely,


Chad D. Molley
Assistant Principal/Athletic Director