# 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

Morgan County High School

From:

Brigid L. DeVries, Commissioner

Larry Boucher, Assistant Commissioner

Date:

August 22, 2005

Subject:

2004-2005 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the <u>2004-2005 KHSAA Title IX Annual Report Submission Status Report</u>. 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: August 22, 2005

School   Morga		Allen W. Jackso	

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)
<b>√</b>	T-2 (Summary Program Chart 2)	✓ T-41 (Checklist – Overall Interscholastic Program)
7	T-3 (Summary Program Chart 3)	T-60 (Corrective Action Plan)
	T-4 (Summary Program Chart 4)	

A.	1	2004 – 2005 Forms are satisfactory and no further information or action is necessary at this time.
B.	K.	Errors have been noted with respect to the following forms:  Forms T-1 & T-4 – These forms do not agree on number of participants. On Form T-1, Column 3 has 135 girls participating and Form T-4 Column 2, Row 4 has 129 girls participating. Boys' numbers are also in contradiction. Resubmit both or the one that is incorrect to the KHSAA no later than September 30, 2005.
C.	1/7	The following forms were omitted and must be submitted by school representatives:
D.	<u> </u>	Other Recommendation and Comments:  It appears that 73% of your expenditures are spent on boys and 27% are spent on girls, although the participation is about 58% boys and 42& girls. Submit another Form T-60 (Corrective Action Plan) dealing with this item to the KHSAA no-later than September 30, 2005.



# 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)

MAY 1 6 2005

# The MORGAN COUNTY High School, West Liberty, Kentucky

(Name of High School) (City)
sertifies to the Kentucky High School Athletic Association that the following is an accura

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)

attachment if necessar Name	y) Address	Phone	Title	
Carol Hoskins	Morgan Co. Board	of Ed. 606-743-8002	Title IX Coordinator	
Joe Dan Gold	Morgan Co. Board	of Ed. 606-7438001	Superintendent	
Addison Whitt	MCHS	606-743-8051	Principal	
Donna Robinson	MCHS	606 -7438051	Coach	
Kathy Frederick	MCHS	606-743-8083	Athletic Director	
Matthew Perry	MCHS	606-743-8052	Coach	
Carla Cole	West Liberty	606-743-2800	Parent	
Dewey Blevins	West Liberty	606-743-2800	Parent	
Melanie Barker	West Liberty	606-743-8002	Board member	
Alex Collins	MCHS	606-743-8083	Student	
Haley Eagle	MCHS	606-743-8083	Student sool year on the following dates:	
May 21  X Designated the follo	wing person(s) as the	Title IX coordinator for	the school:	
Name	Title	Address	Phone	
Carole Hoskins T	itle IX Coordinator	Morgan Co.	Bd. of Ed. 606 743-8052	
☐ School personnel reflected in the Corrective	are continuing to male Action Plan.	ke periodic reviews of	the boys and girls athletics progra	
			ool maintains a complete permane audit, all corrective action plans, as	
Principal's Signature	Date (	5/5 20 05		
(log d) and Ita	1/1/ \	Mukll		

# 2004-2005 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	. 318	49%	129	48%
Row 2	BOYS	329	51%	140	52%
Row 3	Totals	647	100%	269	100%

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\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: \_\_\_\_\_12\_\_\_\_

- 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).
- 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, 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 sqads**). 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 on which they participate. If applicable, please asterisk the above notation as to how many 8<sup>th</sup> 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 <u>not</u> 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:	Date: 9-29-05
- Contract of the contract of	

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

# **Participation Opportunities Test Three**

# FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS	BOYS
	(Yes / No)	(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?		

Principal's Signature:	Miller Well	Date:	5-5-65
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# 2004-2005 ACCOMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 4

# Levels of Competition Test One

		Column 1	Column 2	Column 3
	Team	Number of Teams	Number of	Percentage of
Girls	Levels	Currently Offered	Participants	Participants at Each Level
Row 1	varsity:	6	65	50%
Row 2	j.v.:	3	45	35%
Row 3	frosh:	2	19	15%
Row 4	total:	2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	129	100%
Boys	<u> </u>			
Row 5	varsity:	7	87	62%
Row 6	j.v.:	3	53	38%
Row 7	frosh:	0	0	0
Row 8	total:		140	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.

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Principal's Signature:	Miles	2//GW	Date: 9-29-05

# 2004-2005 ACCOMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 4

# **Levels of Competition Test One**

		Column 1	Column 2	Column 3
	Team	Number of Teams	Number of	Percentage of
Girls	Levels	Currently Offered	<b>Participants</b>	Participants at Each Level
Row 1	varsity:	6	65	50%
Row 2	j.v.:	3	45	35%
Row 3	frosh:	2	19	15%
Row 4	total:		129	100%
Boys				
Row 5	varsity:	7	87	62%
Row 6	j.v.:	3	53	38%
Row 7	frosh:	0	0	0%
Row 8	total:		140	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.)
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  - 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:	Tabler to and	Date:	-5-60	<u>5</u>

# 2004-2005

# BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART TO INCLUDE BOOSTER CLUB FUNDING

KHSAA Form T35 REV. 10/04

	supplies			( to include supplemental and extended employment)	improvements	sport-specific)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G basketball	\$8,795.00		100.00	6,200.00		
B basketball	\$10,270.00		100.00	6,200.00		
G softball	\$350.00		100.00	2,250.00		
B baseball	\$1,955.00		100.00	2,250.00		
G cross country	\$142.95		100.00	1,000.00		
B cross country	\$142.95		100.00	1,000.00		
G golf	No Team					
B golf	\$1,000,00		100.00	1,000.00		
G soccer	No Team					
B soccer	No Team				0 0 0 0 0 0	
G swimming	No Team					
B swimming	No Team					

<sup>1.</sup> 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.

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Date: 5-5-

# 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	\$150.00		100.00	1,000.00		
B track	\$150.00		100.00	1,000.00		
G tennis	\$614.00		100.00	1,000.00		
B tennis	\$464.00		100.00	1,000.00		
G volleyball	\$2,581.00		100.00	1,500.00		
B wrestling	No Team					
G (list sport)						
B (football)	\$8545.00		225.00	7,500.00	9,500.00	
G (list sport)						
B (list sport)						

<sup>1.</sup> 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.

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Principal's Signature:

# 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.

		ADVANTAGE TO	);
Areas of Compliance:	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES		and the second of the second o	
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies	en de la completa de la completita de la del destructura de la del		X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances	·		x
Coaching			X
Locker Rooms, Practice			X
and Competitive Facilities  Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships	-		X
Tutoring			X
Housing and Dining Facilities and Services			X
Recruitment of Student Athletes			X

Recruitment of Student Atmetes	
Principal's Signature: Multi A Gut	Date: 5-3-06



# FIVE-YEAR ACCOMPLISHMENTS 1999-2004

At the end of this school year, as we complete the 5-year KHSAA Title IX Compliance Project, the KHSAA will provide the Kentucky Department of Education a status report of accomplishments. Please review your school's progress since 1999-2000 and itemize those accomplishments which you feel you have made in your efforts to provide greater gender equity in athletics at your school.

(<u>For example</u>: Softball field lights (or other improvements), specific amounts of "prime time" playing opportunity adjustments, cheerleading balance, equitable equipment replacement schedules, equitable pay for coaches, equitable opportunities for facilities use, establishment of additional sports, establishment of more teams at various levels, equalizing number of contests per season, etc., etc.)

Opportunities (Example: Sports or Levels of Teams Added for Girls)	Freshmen teams in Girls basketball and Volleyball has been added.  Cheerleaders cheer for boys and girls home games all district, regional and state tournament.
Equipment and Supplies (Example: New Equipment – batting cages, soccer goals, uniforms, balls, bats, etc.)	Uniform for each sport are rotated annually  New baseball and softball facilities have been added.
Scheduling of Games and Practice Times (Example: 50/50 scheduling ratio of boys' games to girls'. Additional weekend "prime time" opportunities)	50/50 practice schedule for girls and boys in all sports  Prime time scheduling has been established.

Travel and Per-Diem (Example: Spring Break Trip for Softball, Upgrade of meals or meal opportunities)	Meal opportunities for Volleyball/Football and girls and boys basketball
Coaching (Example: Hiring of additional coaches, paying equitable salaries)	100% equitable salaries for all sports  All sports equitable coaching staff
Locker Rooms, Practice and Competitive Facilities (Example: New or Renovated Facilities)	Renovated football locker room  New baseball/softball stadium
Medical and Training Services (Example: Additional or equitable sports coverage by medical support personnel, access to weight room)	All sports have access to weight room  Weight room updated with additional equipment installed.
Publicity (Example: New or improved promotional opportunities at sporting events:  1. Dance/Pep/Cheerleaders 2. Posters 3. Radio/Television)	Radio broadcast at boys and majority of girls basketball games, football and baseball and softball games
Support Services (Example: Additional funding for girls' sports)	Booster clubs for girls and boys basketball football, baseball, boys and girls track, and boys and girls tennis

Other Title IX Advancements	
Principal's Signature: Allen A Ath	Date: 5-5-05

# CORRECTIVE ACTION PLAN 2004-2005 TITLE IX

Form T60 Rev. 10/04

MORGAN CO.

DIRECTIONS:

- 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.
- 'n compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages timetable for completion (Column 3) that will strengthen the athletic program.
- w You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2005

Principal's Signature:				Equitable spending for females	Girls basketball highlight video	Add a girls varsity sport Girls basketball highligh Equitable spending for f
s Signature:				pending for females	ball highlight video  pending for females	varsity sport ball highlight video bending for females
•				females	females	ht video females
		 		Targe femal	Conta baske Targe femal	Conta baske Targe femal
				Target girls sports to increase the number female participant	Contact a videographer to compile a girls basketball highlight video at the end of the season Target girls sports to increase the number of female participant	Revitalize girls golf Contact a videout basketball highlight Target girls sports female participant
				cipant to	videograp iighlight vide s sports to cipant	videograp videograp ighlight vide s sports to cipant
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# 204-2005 INTERSCHOLASTIC ATHLETICS SURVEY

Summary of Student Responses

School Name	Morgan County High School		
School Enrollment	618		
Date	4/12/05		
Completed By	Kathy Frederick, Athletic Director		

## Instructions:

F

- 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 <u>Summary Form only</u> to the KHSAA by April 15, 2004. 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.

Forms should be maintained in your files in the event they are requested subsequently.
How Was The Survey Administered? Homeroom
(e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)
all Sports (List Total Number of Participation Responses)
<u>15</u> Cross Country (Boys)
1 Field Hockey (Girls)
90 Football (Boys)
2 Golf (Girls)
_12 Golf (Boys)
0Soccer (Girls)
<u>25</u> Soccer (Boys)
80 Volleyball (Girls)
Winter Sport (List Total Number of Participation Responses)
Basketball (Girls)

225 Basketball (Boys)

Gymnastics (Girls) Indoor Track (Girls)

Indoor Track (Boys)

Swimming & Diving (Girls)
Swimming & Diving (Boys)

28

0

25

<u>28</u> Wrestling	g (Boys)		
	(Boys) n Softball (Girls) ch Softball (Girls Girls) Boys) irls)	3)	
Other Sports (From Student Sur	vey T-61 Questi	tion 10)	
Name of Sport		Number of Students Interestor Participating	ed In
Scoccer	Fall		
Boys wrestling	Winter		
CERTIFICATION CONTRACTOR CONTRACT			
Number of Students who partici (From Student Survey T-61 Que	-	ral Sports.	
Sport		Number	
Powder Puff Football	98	NO MANAGAMANA AMARITA (MICHAEL CONTROL O MICHAEL	
Common Co			
List Intramural Sports students a (From Student Survey T-61 Que		adding:	

Sport

Summary Page No. 2

Number

Partici	pation i	n Non-S	chool	Sports	Activities
(From	Student	Survey	T-61	Questio	on 7)

Sport	Number
phorr	Number

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

Response	Number
<u>37</u>	I prefer other activities such as band, chorus, etc.
<u>_5</u> 3	I don't have time
_28	The practice schedules and game times are inconvenient
2	The sport I like isn't offered
5	It's too expensive
_11	I prefer to participate in club or intramural sports
<u>52</u>	Working
22	Other

Student Suggestions to encourage participation More funds for schools sports Weekend games Practice during games Transporation provided from practice

Principal's Signature (Iddin to hut) Date 5-5-05