

**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2008-2009**

KHSAA  
Form T65  
Revised 4/09

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

FROM: Brigid L. DeVries, Commissioner  
Darren Bilberry, Assistant Commissioner

DATE: 4-24-2009

School	Belfry High School	Reviewed by	Reba Woodall
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The following is a status report regarding the required 2008 - 2009 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2009. 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:

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

II. Status

A.	X	2008 – 2009 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.	X	<p>According to the 2008-2009 data, the school appears to be meeting the standards established in:</p> <p><input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment)</p> <p><input type="checkbox"/> Test 2 (History and continuing practice of program expansion)</p> <p><input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p>
E.	X	<p>Other Recommendation and Comments:</p> <ol style="list-style-type: none"> <li>1. It appears the school has met the standards for Test 3 with the explanations on T-3.</li> <li>2. Thank you for your report.</li> </ol>



# KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

(To be submitted by April 15, 2009 along with other required forms)

KHSAA Form GE19  
Fr Form GE19  
Rev. 12/06

APR 13 2009

The Belfry High School, Belfry, 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, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks.

Established a gender equity committee at the high school. (List committee personnel and provide attachment if necessary)

Name	Address	Phone	Title
			(Supt., Principal, Student, Parent, Coach, Etc.)
Ruth Marie Pauley	P.O. Box 160, Belfry KY 41514	606-237-3900	Counselor
David Varney	P.O. Box 160, Belfry KY 41514	606-237-3900	CPA
Matt Varney	P.O. Box 160, Belfry KY 41514	606-237-3900	Coach
Rick Mounts	P.O. Box 160, Belfry KY 41514	606-237-3900	Coach
Jeff Tackett	P.O. Box 160, Belfry KY 41514	606-237-3900	Parent
John Hunt	P.O. Box 160, Belfry KY 41514	606-237-3900	Asst. Principal
Charlie Dotson	P.O. Box 160, Belfry KY 41514	606-237-3900	Student
Ashley Tate	P.O. Box 160, Belfry KY 41514	606-237-3900	Student
Amanda Stiltner	P.O. Box 160, Belfry KY 41514	606-237-3900	Girls Basketball Coach

Scheduled a minimum of three meetings during the 2008-2009 school year on the following dates:

- 9-26-08
- 3-13-09
- 5-13-09

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

Name	Title	Address	Phone
Philip Haywood	Athletic Director	P.O. Box 160, Belfry KY 41514	606-237-3900

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

Name	Title	Address	Phone
Ancie Casey	County A D	Pike Co BOE, P.O. Box 3097, Pikeville, KY	606-432-7700

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.

Red Varney  
Principal's Signature  
Date 4-9-09 2009

Rogin Wagner  
Superintendent Signature  
Betty D. Varney  
School Board Chairperson's Signature

**2008-2009**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 1**

KHSAA  
 Form T1  
 Rev.12/08

**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	358	52	167 *1	42
Row 2	BOYS	336	48	229 *2	58
Row 3	Totals	694	100%	396	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations : 13 \*1  
2 \*2

- 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 coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season 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 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 in 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 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: Red Vanney Date: 4-9-09  
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**2008-2009**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART T-2**

KHSAA  
 Form T2  
 Rev. 12/08

**Participation Opportunities Test Two**

		Column 1	Column 2	Column 3	Column 4	Column 5
<b>Program</b>		<b>Number of Teams Currently Offered</b>	<b>Number of Participants</b>	<b>Number of Teams Added Since the beginning of the 2004-2005 School Year</b>	<b>Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year</b>	<b>Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year</b>
<b>GIRLS</b>	Row 1	varsity:	5	96	1	19
	Row 2	j.v.:	2	49		
	Row 3	frosh:	2	22	1	12
	Row 4	total:	9	167	2	31
<b>BOYS</b>	Row 5	varsity:	5	144	1	15
	Row 6	j.v.:	3	56		
	Row 7	frosh:	2	29		
	Row 8	total:	10	229	1	15

- 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.
- 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.
- 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.
- 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.
- 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: Red Varney Date: 4-9-09

**2008-2009**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART T-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 <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 <u>intramural team</u> .	N		N
2. For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable <u>interscholastic team</u> for a sport not currently offered. If yes, what sport?	Y Swimming Tennis		wrestling
3. 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 <u>varsity team</u> not currently offered?	N		N
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 <u>junior varsity or freshman team</u> that is not currently offered?	N		N
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?			

Plans to Address Interest: See attached

Principal's Signature: *Red Carney* Date: 4-9-09

### Attachment Chart T- 3

On last year's survey we had 2 girls sports and 1 boys sport with possibilities as discussed in Fall 08 audit.

#### Girls

Tennis-We do not have tennis courts at our school. Only 1 or 2 in whole area.

Swimming- We do not have a pool at our school.

Although there was a sizable interest we do not have the facilities for either sport.

#### Boys-Wrestling

We have explored this possibility for a couple of years. However, we have found no one with wrestling experience to coach or even one willing to learn with whom we were comfortable with to start the program. We will continue to look for wrestling coach.

In addition, we will resurvey kids to determine which kids are really interested and which kids just signed up.



2008-2009

**ACCOMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART T-4**

KHSAA  
Form T4  
F:Forms/T4  
Rev.12/08

**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:	5	96	57
Row 2	j.v.:	2	49	29
Row 3	frosh:	2	22	13
Row 4	total:		167	100%
<b>Boys</b>				
Row 5	varsity:	5	144	63
Row 6	j.v.:	3	56	24
Row 7	frosh:	2	29	13
Row 8	total:		229	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.

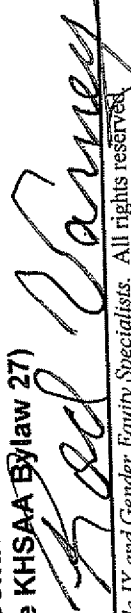
Principal's Signature: Red Varney Date: 4-9-09

**2008-2009  
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1  
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G basketball	*8 15,788		5,829		120		*7 11,528				*1	
B basketball	8,293		6,000		120		2,382				*1	
G softball	6,851		*9 643		120		2,500					
B baseball	8,769		2,363		120		2,500					
G cross country												
B cross country												
G golf	405		131		70		*10 -					
B golf	405		131		70		-					
G soccer	6,922		3,604		120		*11 0					
B soccer	6,922		3,604		120		0					
G swimming												
B swimming												

1. Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.

2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs - Reference KHSAA Bylaw 27)

**Principal's Signature:**  **Date:** 4-9-09



**2008-2009  
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2  
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	412		397		60		*3 500	1 1				
B track	412		397		60		500	1 1				
G tennis												
B tennis												
G volleyball	8,174		4,143		130		1,500	1 3			*1	
B wrestling												
G (list sport)			*5 15,381		130		22,143	5 3			*1 3000	
B football	27,912											
G (list sport)												
B (list sport)												

1. Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.

2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem.)

Gender	Expenditures	Percentage
*6 Boys	\$ 118,734	63
Girls	\$ 69,947	37
<b>Total:</b>	<b>\$ 188,681</b>	<b>100%</b>

*per schedule*  
229 = \$519  
167 = \$419

*Red Ramey*

Principal's Signature: \_\_\_\_\_

Date: 4-9-09

Notes to budget / expenditures:

1. We have printed schedule cards at no expense with Football on one side and Volleyball on the other, received late. Same for Boys and Girls Basketball.
2. We have a football program. It is run through the Belfry Boosters and proceeds are used for all sports.
3. One coach does both boys and girls track.
4. Volleyball travel was less as coach was driver and donated trips.
5. Football team had higher travel expense due to paying for band and cheerleader buses, and taking 3 buses to varsity games.
6. Boys expenses higher due to football: more numbers, higher cost of equipment, salaries( more asst coaches), etc.
7. Girls basketball coaching salaries less than boys due to both coaches being 1<sup>st</sup> thru 3<sup>rd</sup> year teachers. Minimal difference.
8. Boys basketball team purchased new uniforms for 06-07 and expenses were higher. Girls purchased new uniforms for 07-08.
9. Softball travel was less as driver donated trips.
10. Golf coach retired. Had no one to coach golf this year. Unable to field B/G team. Expenses from 07-08.
11. At present, the BOE has no allotment for coaching salaries for B/G soccer. Has been discussed, but no action taken. Our principal will bring up again this spring.

**2008-2009 KHSAA TITLE IX ATHLETICS AUDIT**  
**Checklist - Overall Interscholastic Athletics Program**

KHSAA  
Form T41  
Rev. 12/08

**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. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			✓
<b>BENEFITS</b>			
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			N/A
Athletic Scholarships			N/A
Tutoring			N/A
Any meals provided for home			N/A

**If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).**

Principal's Signature: *Red Parney* Date: 4-9-09

2008-2009  
TITLE IX

CORRECTIVE ACTION PLAN

SCHOOL NAME

Belfry High School

**DIRECTIONS:**

1. For Column 1, indicate the intended area (Opportunities or Benefits) 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, 2009.

COLUMN 1 ITEM FOR CORRECTION/IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Pay for Soccer Coaches	Have requested BOE to pay Soccer head coaches. Requested last year as well.	2009-10
Pay for asst volleyball coach	Have requested BOE to pay asst. volleyball coach as we have V, JV, and frosh team.	2009-10
Covering for girls softball bleachers	Have made BOE aware of problem. Waiting on instructions. Received estimate last spring.	Estimate 2011-12

*Red Caney*

Principal's Signature:

Date:

4-9-09