



**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: April 17, 2009

| | | | |
|--------|-----------|-------------|----------------|
| School | Bethlehem | Reviewed by | Gary W. Lawson |
|--------|-----------|-------------|----------------|

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. | | 2008 – 2009 Forms are satisfactory and no further information or action is necessary at this time. |
| B. | X | <p>Errors have been noted with respect to the following forms:</p> <p>A minor calculation error was found on the T-1 form. It is corrected on the attachment. Please place the corrected data in the school's Title IX file.</p> |
| C. | | The following forms were omitted and must be submitted by school representatives: |
| D. | | <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: In the area of opportunities, the school appears to be meeting the standard established in Test 3. In the area of benefits, total athletic spending seems to be slightly outside acceptable parameters on both a percentage and per athlete basis. Documentation sent with the annual reports indicates that school officials are monitoring this situation. This monitoring should continue to insure spending is not outside acceptable limits over a two-year period.</p> |

2008-2009

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

KHSAA
Form T1
F:Forms/T1
Rev. 10/08



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 | 144 | 50.7% | 224 | 45.4 45.1% |
| Row 2 | BOYS | 144 | 50.7% | 251 | 54.4 55.1% |
| Row 3 | Totals | 288 | 100% | 455 | 100% |

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 11

Instructions:

- 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 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 in 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: Tom Hamilton Date: 3-30-09



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

KHSAA Form GE19
F-Forms/GE19
Rev.12/08

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

The Bethlehem High School, Bardstown, Kentucky APR 3 - 2009
(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.) | | | |
| (see attachment) | | | |
| | | | |
| | | | |
| | | | |
| | | | |

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

| |
|------------------|
| September 17 '08 |
| January 15, '09 |
| March 18, '09 |

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

| Name | Title | Address | Phone |
|--------------|--------------|--|--------------|
| Patty Nevitt | Assistant AD | 309 W. Stephen Foster Bardstown, Ky 40004 | 502-348-8594 |

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

| Name | Title | Address | Phone |
|-----------------|-------|---------|-------|
| (same as above) | | | |

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.

Tom Hamilton
Principal's Signature

3-30 20 09
Date

Reed D. ...
Superintendent Signature

[Signature]
School Board Chairpersons' Signature

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

Bethlehem High School Gender Equity Committee

Tom Brown
309 West Stephen Foster
Bardstown, KY 40004
502-348-8594
Athletic Director

Patty Nevitt
309 West Stephen Foster
Bardstown, KY 40004
502-348-6325
Assistant Athletic Director/Teacher

Barbara Greenwell
309 West Stephen Foster
Bardstown, KY 40004
502-252-8285
CFO

Mike Ayersman
309 West Stephen Foster
Bardstown, KY 40004
502-460-5427
Head Boys' Basketball Coach

Belinda Monin
4008 Mary Jo Blvd
Bardstown, KY 40004
502-349-6714
Booster Chair/Parent

Julia Wolf
1014 Royal Oak Dr.
Bardstown, KY 40004
502-349-1662
Booster Chair/Parent

David Clark
110 S. Center Street
Bardstown, KY 40004
502-348-2590
Booster/Parent

Dan Rossoll
9580 Louisville Rd.
Cox's Creek, KY 40013
502-348-0263
Head Girls' Soccer Coach

Celeste Dawson
3300 Mary Jo Blvd.
Bardstown, KY 40004
502-349-6684
Athletic Committee

Tim Hurst
203 S. Third Street
Bardstown, KY 40004
502-348-0391
Parent/Athletic Committee

Jessica Greenwell
3600 Meadowbrook Ln.
Bardstown, KY 4000
502-348-1160
Student Athlete

Austin Greenwell
885 Culvers Lane
New Haven, KY 40051
502-549-5608
Student Athlete

Susie Heil
116 Windsor Ave
Bardstown, KY 40004
502-350-3770
Booster Chair/Parent

Mike Willett
103 Canterbury Ct
Bardstown, KY 40004
502-348-4333
Booster Chair/Parent



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

KHSAA
Form T1
F-Forms/T1
Rev. 10/08

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 | 144 | 50% | 204 | 45.4 |
| Row 2 | BOYS | 144 | 50% | 251 | 54.6 |
| Row 3 | Totals | 288 | 100% | 455 | 100% |

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 11

- 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 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 in 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: Tony Hamilton Date: 3-30-09

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 | |
|--------------|-------|-----------------------------------|------------------------|--|---|--|-------|
| Program | | Number of Teams Currently Offered | Number of Participants | Number of Teams Added Since the beginning of the 2004-2005 School Year | Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year | Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year | |
| GIRLS | Row 1 | varsity: | 9 | 99 | 1 | 8 | .038 |
| | Row 2 | j.v.: | 4 | 63 | 0 | 0 | 0 |
| | Row 3 | frosh: | 3 | 42 | 0 | 0 | 0 |
| | Row 4 | total: | 16 | 204 | 1 | 8 | .038 |
| BOYS | Row 5 | varsity: | 9 | 134 | 1 | 1 | .0038 |
| | Row 6 | j.v.: | 4 | 80 | 0 | 0 | 0 |
| | Row 7 | frosh: | 3 | 37 | 0 | 0 | 0 |
| | Row 8 | total: | 16 | 251 | 1 | 1 | .0038 |

- 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: Tom Hamilton Date: 3-30-09

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-3

KHSAA
 Form T3
 Rev. 12/08

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? | N | | N |
| 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? | NA | | NA |

Plans to Address Interest:

Principal's Signature: Tam Hamilton Date: 3-30-09



**2008-2009
ACCOMMODATION 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: | 9 | 99 | 48.5 |
| Row 2 | j.v.: | 4 | 63 | 31.0 |
| Row 3 | frosh: | 3 | 42 | 20.5 |
| Row 4 | total: | 16 | 204 | 100% |
| Boys | | | | |
| Row 5 | varsity: | 9 | 134 | 53.4 |
| Row 6 | j.v.: | 4 | 80 | 31.9 |
| Row 7 | frosh: | 3 | 37 | 14.7 |
| Row 8 | total: | 16 | 251 | 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: Tom Hameltar Date: 3-30-09



2008-2009

**ACTUAL EXPENDITURES - PROGRAM
COMPARISON CHART 1**

KHSAA
F-Forms/ T35
REV.10/08

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) | |
|-----------------|------------------------|---------------------|---------------------|---------------------|--------------------|--------------------|---|---------|-------------------------|---------------------|----------------------------------|---------|
| | School | Booster | School | Booster | School | Booster | School | Booster | School | Booster | School | Booster |
| G basketball | 2000 | 1214. ⁸⁶ | 1365. ³⁹ | 638. ⁶² | 402. ⁸¹ | 125. ³³ | 7000 | 3 | | | | |
| B basketball | 2000 | 1000 | 1470. ⁴² | 144. ⁹² | 219. ⁹⁰ | 90 | 7200 | 3 | | | | |
| G softball | 1800 | 1493 | 336. ⁷¹ | 5855. ⁶¹ | 117. ³⁷ | | 2500 | 3 | 469. ⁴⁴ | 552. ⁷⁰ | | |
| B baseball | 1800 | 3385 | 397. ⁹³ | 8406. ⁴⁹ | 284. ³⁷ | | 3100 | 3 | | 3044 | | |
| G cross country | 250 | 78 | 199. ⁹⁰ | | 33. ³⁸ | | 450 | 1/2 | | | | |
| B cross country | 250 | 78 | 199. ⁹⁰ | | 33. ³⁸ | | 450 | 1/2 | | | | |
| G golf | NA | - | NA | - | NA | | NA | | | | | |
| B golf | 800 | 387. ⁵⁹ | 399. ⁵⁰ | | 78. ³⁸ | 25 | 900 | 1 | | | | |
| G soccer | 1800 | | 599. ⁵⁰ | | 388. ³⁸ | 145. ⁴⁰ | 5500 | 3 | 585. ⁵⁴ | 1156. ⁶² | | |
| B soccer | 1800 | | 599. ⁵⁰ | | 348. ⁶³ | 457. ⁴⁰ | 6000 | 2 | 585. ⁵⁴ | 1156. ⁶² | | |
| G swimming | 250 | 213. ⁷⁵ | 52. ⁵² | | 76. ⁵² | | 500 | 1/2 | | | | |
| B swimming | 250 | 213. ⁷⁵ | 52. ⁵² | | 76. ⁵² | | 500 | 1/2 | | | | |

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: Tara Hume Date: 3-30-09



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) | |
|----------------|------------------------|---------|--------|---------|--------|---------|---|---|-------------------------|---------|----------------------------------|---------|
| | School | Booster | School | Booster | School | Booster | School | # of Coaches for all levels / # of Teams for all levels | School | Booster | School | Booster |
| G track | 400 | 225 | 76.53 | | 24.68 | | 725 | 1 / 1 | | | | |
| B track | 400 | 225 | 76.53 | | 24.68 | | 725 | 1 / 1 | | | | |
| G tennis | 620.25 | | 153.05 | | 44.68 | | 500 | 1/2 / 1 | | | | |
| B tennis | 620.25 | | 153.05 | | 44.68 | | 500 | 1/2 / 1 | | | | |
| G volleyball | 1500 | | 999.50 | 428.30 | 243.34 | 178.09 | 3600 | 3 / 3 | | | | |
| B wrestling | | | | | | | | | | | | |
| G (list sport) | | | | | | | | | | | | |
| B football | 8000 | 475.12 | 599.70 | 1814.91 | 913.20 | 299.60 | 12700 | 9 / 3 | 585.54 | 1156.62 | | |
| 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 |
|---------------|----------------------|-------------|
| Boys | \$ 21799.54 | 63 |
| Girls | \$ 47875.19 | 37 |
| Total: | \$ 129,674.73 | 100% |

Principal's Signature: *Tom Hanel* Date: 3-30-09

Explanation of Expenditures

- Due to the soccer boys winning the State All A tournament, the boosters purchased state patches for the team
- Baseball boosters paid for the \$2100 water/sewer connection
- Baseball/Softball Boosters paid for the spring trips to Florida for tournaments—(baseball trip was longer than the softball trip)
- No girls golf team due to lack of interest
- Girls basketball traveled to an away Christmas tournament while the boys held a Christmas tournament at home
- Due to increased numbers in football (resulting in a shortage of equipment/uniforms) there was a one-time donation from a former men's school alumni group to supplement the immediate need
- Football boosters chartered a bus for the players for an across the state football bowl
- Baseball/softball purchased new uniforms (the number of boys on the baseball team exceeded the number of girls on the softball team, thus the discrepancy on booster expenditures for equipment/supplies
- Any salary discrepancy is due to:
 - a) level of experience
 - b) % of "on staff" school salary (this is being changed in '08-'09 to strictly a stipend due to economic conditions)

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 |
| 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 | | | NA |
| Tutoring | | | ✓ |
| Any meals provided for home | | | ✓ |

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

Principal's Signature: Tom Hamilton Date: 3-30-09



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2008-2009 SCHOOL YEAR**

KHSAA
Form T50
Rev. 08/08
Page 1 of 2

The Bethlehem
High School Bardstown
City, Kentucky

certifies to the KHSAA that the following is an accurate and true representation of the facts surrounding compliance with 20 V.S.C. Sections 1681-1688, it. Seq. (also known as Title IX).

The following persons are to be identified:

School District Title IX Coordinator:

| | |
|--------------------|---|
| Name | Patty Nevitt |
| Professional Title | Assistant Athletic Director |
| Phone Number | (502) 348-8594 |
| Address | 309 West Stephen Foster Ave. Bardstown, Ky 40004 |

School Title IX Coordinator:

| | |
|--------------------|--------|
| Name | (Same) |
| Professional Title | |
| Phone Number | () |
| Address | |

The following *signatures* verify the authenticity of the documents included:

| | SIGNATURE | DATE |
|-------------------------------|---------------|---------|
| Principal | Tom Hamilton | 3-30-09 |
| School Title IX Coordinator | Patty Nevitt | 3-30-09 |
| Superintendent | Russell Hamer | 3-30-09 |
| District Title IX Coordinator | Patty Nevitt | 3-30-09 |
| School Board Chairperson | [Signature] | 3-30-09 |
| Athletic Director | [Signature] | 3-30-09 |



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2008-2009 SCHOOL YEAR**

School Name: Bethlehem High School

Gender Equity Review Committee Members:

| MEMBER NAME | TITLE | SIGNATURE | DATE | (✓)* |
|--------------------|-------------------------|-------------------|---------|------|
| Mike Ayersman | Basketball Coach | Mike Ayersman | 3-30-09 | ✓ |
| David M. Clark | Booster | David M. Clark | | ✓ |
| REV. WILLIAM HAYES | SUPERINTENDENT | Rev William Hayes | | ✓ |
| Danny Rossoll | Soccer Coach | Danny Rossoll | | ✓ |
| Barbara Greenwell | Chief Financial Officer | Barbara Greenwell | | ✓ |
| Julia Wolf | Booster | Julia Wolf | | ✓ |
| Susie Heil | Booster | Susie Heil | | ✓ |
| Mike Willett | Booster Chair FB | Mike Willett | | ✓ |
| Celeste Dawson | Athletic Comm. member | Celeste Dawson | | ✓ |
| Berinda Morin | Boys Basketball Booster | Berinda Morin | | ✓ |

- Please check (✓) if Committee member has reviewed this final submission.

| | | |
|--|-------------------|---|
| Jessica Greenwell Student | Jessica Greenwell | ✓ |
| Austin Greenwell Student | Austin Greenwell | ✓ |
| Tim Hurst Athletic Committee Member | Tim Hurst | ✓ |

SCHOOL NAME

Bethlehem

2008-2009

TITLE IX

CORRECTIVE ACTION PLAN

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 |
|--|---|---|
| | | |
| | | |
| | <i>see attachments</i> | |
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Principal's Signature: Tammy Smith

Date: 3-30-09

2008-2009 Corrective Action Plan—Bethlehem High School

| <u>Item for Correction</u> | <u>Suggested Change</u> | <u>Completion date</u> |
|--|--|---|
| <ul style="list-style-type: none"> • Replace soccer/nets (b/g) • Expand bleacher seating (football, b/g soccer/softball) | <p>Purchase new Continue on 5 year plan</p> | <p>Fall '08 5 year plan '10-'15</p> |
| <ul style="list-style-type: none"> • Paint softball dugouts • Replace softball fence • Add storage building at Lally Field (football, b/g soccer/softball) | <p>Paint Purchase new fencing Purchase storage building</p> | <p>Spring '08 Spring '08 Fall '08</p> |
| <ul style="list-style-type: none"> • Add mop sink in concession stand at Lally Field (ftball/b/g soccer) • Add swim recognition board in gym • Update track/cross country records • Add weight/fitness center | <p>Install mop sink Install swim board Update recognition board Remodel basement level of newly purchased building</p> | <p>Summer '08 Spring '09 Summer '09 Spring '10</p> |
| <ul style="list-style-type: none"> • Replace bleachers in gym (b/g basketball, volleyball) • Expand coaches office space • Continue to schedule girls prime time basketball games • Replace gym floor (b/g basketball, volleyball) • Upgrade lighting in gym (b/g basketball, volleyball) | <p>Purchase/install new bleachers Move to newly acquired building</p> | <p>One side Summer '08 One side Summer '09 Spring '10 Ongoing Summer '09 Summer '10</p> |

Interscholastic
Athletics Student
Survey

Not Applicable for
the 08-09 Title IX
Annual Report

