

**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: 4/29/2009

School	Caldwell County	Reviewed by	Jenny McCarty
--------	-----------------	-------------	---------------

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)	x	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> <ul style="list-style-type: none"> • The awards policy that you submitted seems to address possible expenditures for awards. Please note that several teams did not report any expenditures for awards in your 2008-2009 report. Since expenditures are reported for the prior year this may be corrected next year. If not, it should be an item for review for your Gender Equity Review Committee next year. • Your Gender Equity Review Committee should closely monitor athletic expenditures. Last year your school spent \$600.51 per male participant and \$453.31 per female participant. Generally for a school with a football program the disparity should not be more than \$100 per participant. Your spending the prior year was within acceptable parameters. If there are circumstances that would cause a large disparity those may be explained and submitted with your annual report

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



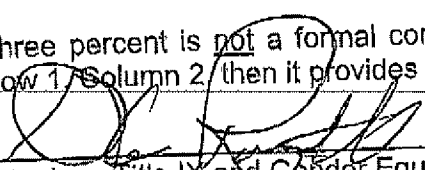
Participation Opportunities Test One

		(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	296	47.5%	188*	39.6%
Row 2	BOYS	327	52.5%	287*	60.4%
Row 3	Totals	623	100%	475*	100%

Instructions: *Number of 8th grade students & below used in Column 3 and Column 4 Calculations if applicable: **27 Males & 50 Females -77 Total**

- 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:  Date: 4-22-09
Copyright 1999, Good Sports, Inc./Title IX and Gender Equity Specialists. All rights reserved.

2008-2009

Form T2
Rev. 12/08

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-2**

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:	8	102	0	
	Row 2	j.v.:	5	67	2	
	Row 3	frosh:	2	19	2	
	Row 4	total:	15	188	4	36
BOYS	Row 5	varsity:	9	167	0	
	Row 6	j.v.:	5	85	1	
	Row 7	frosh:	2	35	1	
	Row 8	total:	16	287	2	26

- 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: *Don [Signature]* Date: 11-22-09


**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> .	NO		NO
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?	NO		NO
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?	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 <u>junior varsity or freshman team</u> that is not currently offered?	NO		NO
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:

Principal's Signature :  Date: 4-13-09



**2008-2009
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-4**

KMSAA
Form T4
F-Form/T4
Rev. 12/00

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:	8	102	54.3%
Row 2	j.v.:	5	67	35.6%
Row 3	frosh:	2	19	10.1%
Row 4	total:		188	100%
Boys				
Row 5	varsity:	9	167	58.2%
Row 6	j.v.:	4	85	29.6%
Row 7	frosh:	2	35	12.2%
Row 8	total:		287	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: *[Signature]* Date: 4-22-09

**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	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G basketball	\$7134.03	\$809.00	\$4886.88	0	\$205.00	0	\$11,000	3 / 3	\$3585.00	0	0	0
B basketball	\$7180.88	\$1222.00	\$2592.02	0	\$660.50	0	\$11,500	3 / 3	\$3585.00	0	0	0
G softball	\$1520.87	\$1081.00	\$160.00	0	\$419.90	0	\$4500.00	3 / 2	0	0	0	0
B baseball	\$3040.11	\$987.00	\$25,911.05	\$27526.15	\$67.00	0	\$5500.00	3 / 2	0	0	0	0
G cross country	\$86.94	0	\$112.50	0	0	0	\$1000.00	1 / 1	0	0	0	0
B cross country	\$86.95	0	\$112.50	0	0	0	\$1000.00	1 / 1	0	0	0	0
G golf	0	0	\$640.97	0	0	0	\$1000.00	1 / 1	0	0	0	0
B golf	0	0	\$115.00	0	0	0	\$1000.00	1 / 1	0	0	0	0
G soccer	\$2696.13	\$1874.00	\$931.36	0	\$275.00	0	\$4500.00	2 / 2	\$1500.00	0	0	0
B soccer	\$423.81	\$1835.00	\$597.06	0	\$430.00	0	\$5300.00	2 / 2	\$1500.00	0	0	0
G swimming	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
B swimming	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Total expenditures on T-25 and T-26 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:** 4-13-09


**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	\$86.92	\$517.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1500.00	\$0.00	\$3500.00	\$0.00	\$0.00	\$0.00
B track	\$177.16	\$517.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1500.00	\$0.00	\$3500.00	\$0.00	\$0.00	\$0.00
G tennis	\$1226.85	\$814.00	\$2592.79	\$1250.00	\$102.50	\$0.00	\$1900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
B tennis	\$1115.94	\$814.00	\$2592.78	\$1250.00	\$102.50	\$0.00	\$1900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
G volleyball	\$3652.49	\$1883.00	\$2335.65	\$0.00	\$560.00	\$0.00	\$5300.00	\$0.00	\$8085.00	\$0.00	\$0.00	\$0.00
B wrestling	\$790.29	\$800.00	\$1800.30	\$0.00	\$542.00	\$0.00	\$4800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
B football	15,539.90	\$2000.00	\$4126.39	\$0.00	\$1400.50	\$0.00	\$18,000	\$0.00	\$4000.00	\$0.00	\$0.00	\$0.00

- 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.
- 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	\$172,453.00	67% on 59% (Boys)
Girls	\$85,224.00	33% on 41% (Girls)
Total:	\$257,677.00	100%

Per Athlete Method: \$172,453/288 = \$599.00 per Male Athlete 600.88
\$85,224/196 = \$435.00 per Female Athlete 453.31

Principal's Signature:  **Date:** 4-13-09

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			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			X
Tutoring			X
Any meals provided for home			X

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

Principal's Signature:  Date: 4-13-09

SCHOOL NAME
Caldwell County HS

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	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Installation of a new athletic complex for both Male and Female Athletes.	Installing of new soccer game and practice fields, softball field, and baseball field on schools grounds.	2012-2013
Need for a female weight room/ exercise room with equipment.	This will give the female athletes the room to workout With other female athletes. It will fulfill a need for the amount of athletes using workout facilities after school.	2014-2015
Shower facility in the Soccer Dressing Room for girls.	Adding of shower facility for girls.	2010-2011
Award policy developed for all sports.	Guidelines for awards, banquets, jackets, any type of award given to athletes.	2010

[Handwritten Signature]

Principal's Signature:

Date: 4-13-09

Uniform Policy Rotation for Athletic Teams:

<u>Year</u>	<u>Sport</u>	<u>Sets</u>	<u>Types of Uniforms</u>
<u>2002-03</u>	Football	1	Blue Jersey/Gold Pant
	Boys/Girls Track	1	Blue Jersey & Short
	Softball	1	Royal Top & Short
	Baseball	1	White Top/Gray Pant
	Volleyball	1	Blue Top
<u>2003-04</u>	Football	1	White Jersey/Blue Pant
	Boys Soccer	2	Royal/Gold Top/Short
	Girls Soccer	2	White/Blue Top/Short
	Volleyball	1/2	White Top/Short
<u>2004-05</u>	Boys Basketball	1	White Uniforms
	Girls Basketball	1	Royal Uniforms
	Wrestling	1	Royal Singlet
<u>2005-06</u>	Boys Basketball	1	Royal Uniforms
	Girls Basketball	1	White Uniforms
	Baseball	1	Gold Top/White Pant
	Softball	1	Royal Top/Royal Short
	Volleyball	1/2	White Top/Shorts
<u>2006-07</u>	Football	1	White Jerseys only
	Volleyball	1	Royal Top/Royal Short
	Boys/Girls Track	1	Gold Top/Shorts
<u>2007-08</u>	Football	1	Royal Jersey/Gold Pant
	Boys Soccer	2	H & A Jersey/Shorts
	Girls Soccer	2	H & A Jersey/Shorts
<u>2008-09</u>	Wrestling	1	Singlet(Royal)
	Boys Basketball	1	Royal Uniforms
	Girls Basketball	1	White Uniforms
<u>2009-10</u>	Baseball	1	Home Jerseys/Pants
	Softball	1	Home Jerseys/Shorts
	Boys Basketball	1	White Uniforms
	Girls Basketball	1	Royal Uniforms
	Football	1	White Jersey/Royal Pant
<u>2010-11</u>	Football	1	Royal Jersey/Gold Pant
	Boys Soccer	2	H & A Jersey/Short
	Girls Soccer	2	H & A Jersey/Short
<u>2011-12</u>	Boys Cross Country	1	Gold Top/Short
	Girls Cross Country	1	Gold Top/Short
	Boys Track	1	White Top/Short
	Girls Track	1	White Top/Short

Caldwell County High School

Awards Policy:

All sports should have some type of awards/recognition ceremony at the conclusion of their season. This is to recognize the student athletes that represented our school. Each coach can pick the awards they will present with the understanding that cost should be held to \$12-\$15 per award item.

The coach may determine to have a meal at the banquet, desert only, pot luck etc. This will be up to individual coaches.

Awards for some sports come from conference affiliation. Example is the WKC banquet in December that recognizes football players that make the All WKC team. The school will pay for the attendance of these players for this recognition. This is true of any sport that has a conference recognition event.

Travel/ Per Diem Allowances

At Caldwell County High School the school board pays for fuel for the transportation of athletes. Many sports have drivers that will volunteer to drive teams at no cost. Some of our coaches have CDL's and drive their own teams. In the event that a driver is provided on a non voluntary basis the cost is taken out of the sports budget. Overnight trips the sport is responsible for meals and lodging of the driver.

Summer trips will be taken out of the budget of the sport for travel since the school board does not pay for summer trips.