



**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: June 1, 2009

School	Southern High School	Reviewed by	Martha Mullins
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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)		T-35 (Budget Expenses)
X	T-1 (Summary Program Chart 1)		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)	N/A	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	Errors have been noted with respect to the following forms: T-35/36: Recalculations indicated total expenditures for boys were \$140,258; for girls, \$86,351. Make corrections in the school's permanent Title IX file.
C.		The following forms were omitted and must be submitted by school representatives:
D.	X	According to the 2008-2009 data, the school appears to be meeting the standards established in: <input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	X	Other Recommendation and Comments: School personnel should continue to monitor the interest in girls' swimming. If the survey given in 2009-2010 indicates the same amount of interest, documentation of the attempt to address this interest is strongly advised. Regarding coaching, there were two coaches reported for one wrestling team , and one coach for two volleyball teams . Also, a wide disparity was recorded in the salaries of coaches in like-sports, i.e., boys/girls Cross-country; boys/girls soccer; and boys/girls track.



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
 F-Forms/GE19
 Rev. 12/08

The Southern High School, Louisville, 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.)			
DAVID A. BURNS	2206 PINWOOD DRIVE	773-5409	AD
MARGARET WARD	7419 Rambow Drive	693-0944	TEAM/STUDENT
DWIGHT MATTHEWS	5516 PICO LANE	494-3535	PARENT
TYLER WILLIAMS	5404 WILD HORSE CT	851-5171	STUDENT
DAVID NINES	115 Gardiner Lane	548-2119	COACH/TEACHER
TIAMM TAYLOR	9211 Proctor Hwy	751-5152	STUDENT

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

AUG 7, 2009
DEC 1, 2008
FEB 26, 2009

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

Name	Title	Address	Phone
David A. Burns	Athletic Director	2206 Pinewood Drive	773-5409

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

Name	Title	Address	Phone
Cheryl Walker	Director of Compliance J.C.P.S.	3332 Newburg Rd	485-3341

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.

Jerry C. Keese
Principal's Signature

MARCH 16 2009
Date

Sheldon K. R.
Superintendent Signature

Debbie Wessland
School Board Chairpersons' Signature

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

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	530	45%	142	33.4% / 33
Row 2	BOYS	646	55%	282	66.6% / 67
Row 3	Totals	1,176	100%	424	100%

Instructions:

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

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask 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.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: _____

Date: _____

4/8/19

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:	8	110	0	0
	Row 2	j.v.:	2	17	0	0
	Row 3	frosh:	1	15	1	15
	Row 4	total:	11	142	0	0
BOYS	Row 5	varsity:	9	218	1	27
	Row 6	j.v.:	3	12	0	0
	Row 7	frosh:	3	52	0	0
	Row 8	total:	15	202	0	27

- 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: George Keenan Date: 4/8/09

**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> .	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?	YES		YES
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?	YES		YES

Plans to Address Interest: THE FALL OF 2008 BASED ON OUR NUMBER OF FRESHMAN GIRLS WE WERE ABLE TO ADD A FRESHMAN VOLLEYBALL TEAM. ALSO FOR THE 2009 SCHOOL YEAR DUE TO THE #'S AT OUR (JUNIOR) LEVELS WE WILL BE ADDING JUNIOR VARSITY SOCCER FOR (BOTH) BOYS + GIRLS

Principal's Signature: Jerry C. Keiper Date: 4/8/09



**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:	8	110	77.4%
Row 2	j.v.:	2	17	12 1/2%
Row 3	frosh:	1	15	10.6% 11
Row 4	total:		142	100%
Boys				
Row 5	varsity:	9	218	77.3%
Row 6	j.v.:	3	12	4.2%
Row 7	frosh:	3	52	10.5% 19
Row 8	total:		282	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: James C. Keefer Date: 4-8-09

2008-2009 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 12/08

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. 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			✓
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: *Jerry C. Keenan* Date: 4/7/9

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	4,982.50	0	5,515	0	103	112	10,316	3	2	0	0	0
B basketball	7,429	0	6,335	0	58	252	14,224	4	3	0	0	0
G softball	5,145.41	0	850	0	125	120	5,259	2	2	14,764.33	0	0
B baseball	13,329.20	0	1,150	0	125	205	5,046	5	3	0	12,000	0
G cross country	1,190.62	0	200	0	63	48.75	1,979	1	1	600	0	0
B cross country	1,190.62	0	200	0	63	48.75	2,907	1	1	600	0	0
G golf	122.17	0	125	0	0	15	2,078	1	1	0	0	0
B golf	122.17	0	125	0	0	5	2,573	1	1	0	0	0
G soccer	8,179.72	0	200	0	198	245	3,216	1	1	1,700	0	0
B soccer	1,119.70	0	200	0	55.6	240	1,179	1	1	1,700	0	0
G swimming	0	0	0	0	0	0	0	0	0	0	0	0
B swimming	0	0	0	0	0	0	0	0	0	0	0	0

21,109
25,263
25,263
31,805
4,082
5,010
8,340
3,820
13,238
5,092

2672 G = 32,068
2743 B = 64,565 / 100,633

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: [Signature] Date: 4/7/09

**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	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster	School	Booster	
G track	2,835.23	0	175	0	50	160	3,933	3	600	0	0	0	0		
B track	2,835.23	0	175	0	50	270	5,232	2	600	0	0	0	0		
G tennis	227.45	0	0	0	50	45	2,912	1	0	0	0	0	0		
B tennis	227.45	0	0	0	50	55	2,912	1	0	0	0	0	0		
G volleyball	5,814.47	0	400	0	71	165	2,375	2	0	0	0	0	0		
B wrestling	4,171.75	0	300	0	61	105	5,960	2	0	0	0	0	0		
G (list sport)	0	0	0	0	0	0	0	0	0	0	0	0	0		
B football	10,701.80	0	595	0	331	430	27,731	8	3,900	0	0	0	0		
G (list sport)	0	0	0	0	0	0	0	0	0	0	0	0	0		
B (list sport)	0	0	0	0	0	0	0	0	0	0	0	0	0		

7,753
7,162
5,234
5,224
8,831
10,599
4,318.9

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
282	Boys	\$ 130,267	61%
142	Girls	\$ 82,551	33%
Total:		\$ 212,818	100%

Principal's Signature: [Signature] Date: 4/17/09

SCHOOL NAME

Conover

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
Softball field	Indoor Batting	Spring 2009
Soccer fields	Finish field Renovation	Fall 2008

Principal's Signature: *Joyce Keenan* Date: 4-8-09