

**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	Williamsburg High School	Reviewed by	Gordon D. Bocock
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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)		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.		According to the 2008-2009 data, the school appears to be meeting the standards established in: <input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input checked="" 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.		Other Recommendation and Comments: There are some immediate concerns that the Gender Equity Committee needs to address. <ul style="list-style-type: none"> • In looking at the T-41 form the school indicates an advantage to the boys program in regard to equipment and supplies and support services. On the same page it indicates "if an advantage is shown, corrective action should be shown on the T-60 --- Corrective Action Plan. That correction action plan has not been addressed. • The overall spending for boys and girls is becoming a major issue and may well be a red flag issue. The Gender Equity Committee needs to meet in the very near future and set forth a detailed corrective action plan that will correct a problem that appears to have been building over the past three years. <u>2006-2007 Annual Report Figures –</u> Williamsburg had 148 male participants and spent \$729.00 per male athlete. Williamsburg had 159 female participants and spent \$530.00 per female athlete.

This report indicated that each male athlete at Williamsburg received \$199.00 more than each female athlete. When you are a football playing school these figures will never be equal but when the difference in spending per-male athlete compared to per-female athlete is more than \$100.00 a potential red flag goes up. It makes it even harder for a school to explain when the female participation percentage is higher than the boys.

2007-2008 Annual Report Figures –

Williamsburg had 124 male participants and spent \$618.80 per male athlete. Williamsburg had 126 female participants and spent \$556.63 per female athlete. This report indicates that each male athlete at Williamsburg received \$62.17 more than each female athlete. This reflected that the school was going in the right direction and trying to make the overall spending between male and female athletes more equal.

2008-2009 Annual Report Figures –

Williamsburg had 102 male participants and spent \$1,053.06 per male athlete. Williamsburg had 97 female participants and spent \$829.27 per female athlete. This report indicates that each male athlete at Williamsburg received \$223.79 more than each female athlete. This is very much a red flag issues and an immediate corrective action plan needs to be put in place.

The Gender Equity Committee needs to submit by September 1, 2009 an updated corrective action plan that will address the above issues. Copies of the Gender Equity Committee Meeting minutes for the past three years need to be submitted with the new Corrective Action Plan.



**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)

APR 17 2009

The Williamsburg High School, Williamsburg, 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.)			
See attached			

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

August 14, 2008
November 13, 2008
February 12, 2009

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


Name	Title	Address	Phone
Gary Peters	Principal/ AD	P.O. Box 2032 Williamsburg, KY	606-549-6044 ext. 312

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

Name	Title	Address	Phone
Gary Peters	Principal/ AD	P.O. Box 2032 Williamsburg, KY	606-549-6044 ext. 312

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.


Principal's Signature _____ April 15, 2009 _____
Date


Superintendent Signature _____

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 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	119	49%	97	49%
Row 2	BOYS	123	51%	102	51%
Row 3	Totals	242	100%	199 ✓	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 17

- 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: April 15, 2009

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:	6	79	2	23
	Row 2	j.v.:	2	9	0	0
	Row 3	frosh:	1	9	1	9
	Row 4	total:	9	97	3	32
BOYS	Row 5	varsity:	6	82	0	0
	Row 6	j.v.:	2	13	0	0
	Row 7	frosh:	1	7	1	7
	Row 8	total:	9	102	1	7

- 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: _____ Date: **April 15, 2009**

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

KHSAA
 Form T3
 Rev. 12/08

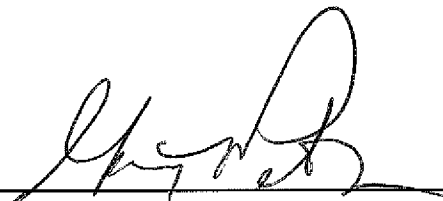
Participation Opportunities Test Three

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?	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?	No		No

yes

Plans to Address Interest:

Principal's Signature :  Date: April 15, 2009



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

KHSAA
Form T-4
F:\Forms\T-4
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:	6	79	81%
Row 2	j.v.:	2	9	9%
Row 3	frosh:	1	9	9%
Row 4	total:		97	100%
Boys				
Row 5	varsity:	6	82	80%
Row 6	j.v.:	2	13	13%
Row 7	frosh:	1	7	7%
Row 8	total:		102	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: _____ Date: **April 15, 2009**

SCHOOL NAME

2008-2009
TITLE IX

KHSAA
Form T60
Rev.12/08

Williamsburg High School

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
Find a way to eliminate spending discrepancy that is caused by football	Keep spending more on all girl athletic teams	April 15, 2010

Principal's Signature: _____ Date: April 15, 2009

**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	School
G basketball	8193	7405	1605	2943	284	741	12450	3	5000	0	1690	0	1690
B basketball	7981	2768	1085	3425	188	298	12450	3	5000	0	1991	0	1991
G softball	5718	1993	1864	117	120	103	2350	2	1600	220	389	0	389
B baseball	4223	1108	795	0	110	0	2350	2	1734	0	0	0	0
G cross country	981	0	530	0	50	0	650	1	0	0	0	0	0
B cross country	981	0	530	0	50	0	650	1	0	0	0	0	0
G golf	3406	2172	930	704	25	0	1100	1	2247	0	0	0	0
B golf	2216	0	1007	0	25	0	1100	1	2247	0	0	0	0
G soccer													
B soccer													
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: April 15, 2009

**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
G track	3480	0	819	0	195	0	1650	1 / 1	500	0	0	0	0
B track	3480	0	819	0	195	0	1650	1 / 1	500	0	0	0	0
G tennis	958	1800	783	0	25	0	1650	1 / 1	1000	0	0	0	0
B tennis													
G volleyball													
B wrestling													
G (list sport)													
B football	20374	2878	1236	2669	200	0	17450	5 / 2	0	0	0	0	1650
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	\$107,413	57%
Girls	\$80,440	43%
Total:	\$ 187,853	100%

1,053.00
829.27
\$225.79

Principal's Signature: _____

Date: April 15, 2009

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			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: April 15, 2009



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

The

Williamsburg
High School

,

Williamsburg
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:


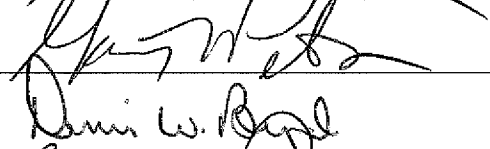
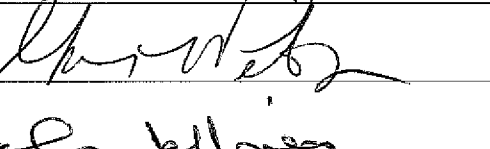
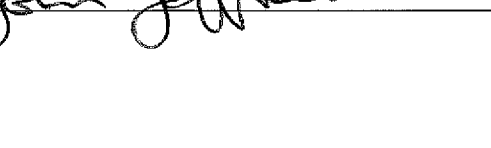

School District Title IX Coordinator:

Name	Gary Peters
Professional Title	Principal/ AD
Phone Number	(606)549-6044 ext 312
Address	1000 Main Street, Williamsburg, KY 40769

School Title IX Coordinator:

Name	Same as above
Professional Title	
Phone Number	()
Address	

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

	SIGNATURE	DATE
Principal		4/15/09
School Title IX Coordinator		4/15/09
Superintendent		4/13/09
District Title IX Coordinator		4/15/09
School Board Chairperson		4/15/09



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

School Name: Williamsburg High School

Gender Equity Review Committee Members:

MEMBER NAME	TITLE	SIGNATURE	DATE	(✓)*
Dennis Byrd	Superintendent	<i>Dennis W Byrd</i>	4/15/09	✓
Gary Peters	Principal/ AD	<i>Gary Peters</i>	4/15/09	✓
Mike Abbott	Dean/ AD	<i>Michael Abbott</i>	4/15/09	✓
Kim White	Board/ Parent	<i>Kim White</i>	4-15-09	✓
Darrell Woods	Teacher/ Parent	<i>Darrell Woods</i>	4/15/09	✓
Whitney Rains	Student	<i>Whitney Rains</i>	4/15/09	✓
Aaron Brock	Student	<i>Aaron Brock</i>	4/15/09	✓
Samantha Burr	Student	<i>Samantha Burr</i>	4/15/09	✓
Adam Jones	Student	<i>Adam Jones</i>	4/15/09	✓

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

2008-2009 Gender Equity Committee

**Dennis Byrd
PO Box 174
Williamsburg, KY 40769
549-2714
Superintendent/Parent**

**Gary Peters
PO Box 2032
Williamsburg, KY 40769
549-8401
Principal/Athletic Director**

**Mike Abbott
277 Circle Avenue
Williamsburg, KY 40769
539-0884**

**Darrell Woods
179 Mountain Street
Williamsburg, KY 40769
539-9448
Teacher/Coach/Parent**

**Kim White
62 West Woodside Drive
Williamsburg, KY 40769
549-9496
Board Member/Parent**

**Whitney Rains
225 Circle Avenue
Williamsburg, KY 40769
Student/Athlete (12th grade female)**

**Aaron Brock
40 Croley Bend Road
Williamsburg, KY 40769
Student/Athlete (12th grade male)**

**Samantha Burr
115 West Haven Drive
Williamsburg, KY 40769
Student/Athlete (11th grade female)**

Adam Jones
96 Sunset Trail
Williamsburg, KY 40769
Student/Athlete (11th grade male)