



**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2009-2010**

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: July 13, 2010

School	St. Francis High School	Reviewed by	Gordon Bocock
--------	-------------------------	-------------	---------------

The following is a status report regarding the required 2009 - 2010 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2010. 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:

<input checked="" type="checkbox"/>	GE 19 (Annual Verification)	<input checked="" type="checkbox"/>	T-35 (Budget Expenses)
<input checked="" type="checkbox"/>	T-1 (Summary Program Chart 1)	<input checked="" type="checkbox"/>	T-36 (Budget Expenses)
<input checked="" type="checkbox"/>	T-2 (Summary Program Chart 2)	<input checked="" type="checkbox"/>	T-41 (Checklist – Overall Interscholastic Program)
<input checked="" type="checkbox"/>	T-3 (Summary Program Chart 3)	<input checked="" type="checkbox"/>	T-60 (Corrective Action Plan)
<input checked="" type="checkbox"/>	T-4 (Summary Program Chart 4)	<input type="checkbox"/>	T-63 (Interscholastic Survey Results)

II. Status

A.	<input checked="" type="checkbox"/>	2009– 2010 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.	<input checked="" type="checkbox"/>	The following forms were omitted and must be submitted by school representatives: The required 2009-2010 Student Interest Survey was not received with the Annual Report. (See below).
D.		According to the 2009-2010 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 type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities) Since the required Student Interest Survey was not received with the Annual Report it is impossible to determine where the school stands in regard to T-3.
E.		Other Recommendation and Comments: <ul style="list-style-type: none"> <li>• With the information given in this Annual Report it appears that a male student athlete is not represented on the Gender Equity Committee. It is highly recommended that both a male and female student athlete be active members of the Gender Equity Committee.</li> <li>• The T-3 form indicates that a Student Interest Survey may well have been given but the results of that survey was not included with this Annual Report. The</li> </ul>

E. cont'd		<p>Gender Equity Committee needs to address this issue and send the results of the 2009-2010 Student Interest Survey or administer a new one with the survey report sent to the KHSAA by <b>October 1, 2010</b>.</p> <ul style="list-style-type: none"><li>• Some of the figures given on the T-35 and T-36 forms are misleading but the written attachments are very helpful in trying to determine what is going on at St. Francis. Good minutes of the Gender Equity Committee help as well.</li></ul>
--------------	--	---

F:\Forms\T65.doc



# KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2009-2010 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 16 2010

The St. Francis High School 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.)
Alexandra Thurstone	233 W. Broadway Louisville, KY 502-736-1016		Head of School/Field Hockey
Jason Bell	233 W. Broadway Louisville, KY 502-736-1014		Athletic Director/Soccer
Stephen Butler	233 W. Broadway Louisville, KY 502-736-1023		Assistant AD/Basketball
Ralph Marshall	233 W. Broadway Louisville, KY 502-736-1019		Faculty Member Soccer
Ron Garrett	233 W. Broadway Louisville, KY 502-736-1040		Faculty Member
Zsa Zsa Harris	Student Athlete (Bowling)		✓
Mary Lawrence Phillips	Student Athlete (Bowling)		✓
Reed Van Inwegen	Parent		

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

November 3, 2009 – Initial committee meeting, introduction of members and compliance process
January 19, 2010 – Survey and Report Overview
March 30, 2010 – Final annual report review and Corrective Action Plan

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

Name	Title	Address	Phone
Stephen Butler	Assistant Athletic Director	233W. Broadway Louisville, KY	502-736-1023

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

Name	Title	Address	Phone

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.

*Alexandra Thurstone* 4/15 2010  
Principal's Signature Date

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
School Board Chairpersons' Signature

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



**2009-2010**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART (Form T-1)**

KHSAA Form T1  
Rev. 04/09

**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	58	46.4%	70	49 %
Row 2	BOYS	67	53.6%	73	51%
Row 3	Totals	125	100%	143	100%

Instructions: \*Number of 8<sup>th</sup> 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).  
 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 8<sup>th</sup> grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk in the above notation as to how many 8<sup>th</sup> grade students & below are included in the totals.  
 Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 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: Cecilia A. Alvarado Date: 9/15/10  
 Copyright 1999, Good Sports, Inc., Title IX and Gender Equity Specialists. All rights reserved.



2009-2010  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART (FORM T-2)**  
**PARTICIPATION OPPORTUNITIES TEST TWO**

KHSAA  
 Form T2  
 Rev. 04/09

			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 2005-2006 School Year	Current Number of Participants for the 2009-2010 school year who are playing on teams added since the 2005-2006 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2005-2006 School Year
GIRLS	Row 1	varsity:	5	70	1	22	
	Row 2	j.v.:	0		0		
	Row 3	frosh:	0		0		
	Row 4	total:	5	70	1	22	31%
BOYS	Row 5	varsity:	4	55	0	0	
	Row 6	j.v.:	1	11	0	0	
	Row 7	frosh:	1	7	1	7	
	Row 8	total:	6	73	1	7	9.5%

- 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.
- 6) **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: Cecyandra S. Sountre Date: 4/15/10



**2009-2010  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-3)**

KHSAA Form T3  
Rev. 10/08

**Participation Opportunities Test Three**

**FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).**

	<b>GIRLS (Yes / No)</b>		<b>BOYS (Yes / No)</b>
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 not currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on a <u>club team</u> .	NO		NO
3. 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 interscholastic team for a sport not currently offered. If yes, what sport?	YES Volleyball		Yes Bowling
4. For a sport currently offered at the <u>interscholastic junior varsity or freshman level</u> is there sufficient interest, based on your most recent Student Interest Survey, to form a <u>varsity team</u> not currently offered?	NO		NO
5. For a sport not currently offered at the <u>interscholastic junior varsity level</u> is there sufficient interest, based on your most recent Student Interest Survey, to form a <u>varsity team</u> not currently offered?	NO		NO
6. For a sport not 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 an <u>interscholastic freshman team</u> that is not currently offered?	NO		NO
7. If you answered YES to question (1), (2), (3), (4), (5), or (6) 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:**

Follow up meetings for students interested in competing in the sports of girls' volleyball and boys' bowling, were held April 13, 2010. Approximately half of those who signed up on the student survey showed to the follow-up meeting for both sports. It was decided not to add either sport for 2010-11.

**Principal's Signature** Cecilia J. Scurie **Date:** 4/15/10



**2009-2010  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA Form T4  
Rev. 04/09

**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	70	100%
Row 2	j.v.:	0	0	0
Row 3	frosh:	0	0	0
Row 4	total:	6	70	100%
<b>Boys</b>				
Row 5	varsity:	5	55	75.3 %
Row 6	j.v.:	1	11	15.1 %
Row 7	frosh:	1	7	9.6 %
Row 8	total:	6	73	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 Cecyandria J. Turntine Date: 4/15/10



**2009-2010 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)**  
**Checklist - Overall Interscholastic Athletics Program**

KHSAA Form T41  
Rev. 04/09

**DIRECTIONS:**

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
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 games			X

**If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.**

Principal's Signature: Cecilia Kewitne Date: 4/15/10



2009-2010

**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 - (FORM T-35)  
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T-35  
REV. 04/09

	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	Booster
G basketball	✓		✓		✓		1500.00	2/1						
B basketball	335.70		2830.00		46.27		5035.00	2/1						
G softball														
B baseball														
G cross country														
B cross country														
G golf														
B golf														
G soccer														
B soccer	✓ 1758.43		730.00		143.97		7330.00	2/1						
G swimming														
B swimming														

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

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: *Cecylandra J. Sumner*

Date: 4/15/10



2009-2010

**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - (Form T36)  
TO INCLUDE BOOSTER CLUB FUNDING**

Form T36  
REV. 04/09

	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	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track			✓		79.08		1820.00							
B track			✓		79.08		1820.00							
G tennis					79.08		2142.50							
B tennis					79.08		2142.50							
G volleyball														
B wrestling														
G (list sport)														
B football														
G field Hockey	181.99		✓		143.97		6500.00							
B lacrosse	79.65				79.08		2500.00							

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

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	\$ 25,502.76	67.2 %
Girls	\$ 12,446.62	32.8 %
Total:	\$ 37,949.38	100%

171.55 more on boys

Date: 4/15/10

Principal's Signature: *Alexandra S. ...*



**2009-2010 TITLE IX  
CORRECTIVE ACTION PLAN  
(FORM T-60)**

**SCHOOL NAME**  
St. Francis High School

**DIRECTIONS:**

- 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.
- 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.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2010.

COLUMN 1 SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 PLAN FOR SUGGESTED CHANGE	COLUMN 3 START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Opportunities	Girls Junior Varsity Sports Basketball will compete on the junior varsity level only for the 2010-11 season.	Scheduling has begun and will conclude prior to October 15, 2010.
	This committee sees this as an opportunity to increase participation and offer a lower level of competition for younger players.	
	The varsity team will be restored to play in 2011-12 with hopes of continuing to offer junior varsity basketball to girls.	
	Field Hockey numbers have been up the past couple years, if the program continues to grow junior varsity field hockey could be added in 2010.	Assessment will occur no later than August 1, 2010.
Policies and Procedures	Athletic Credit Policy This has been a positive support system for athletics, it use will continue an assessment to see if are needed for the better.	Assessment will occur no later than May 31, 2010.

**Principal's Signature:** Cassandra S. Swartz **Date:** 4/15/10

**Title IX Meeting II Minutes**  
**January 16, 2010**

**Attendees:**

Alexandra Thurstone, Zsa Zsa Harris, Reed Van Inwegen, Mary Lawrence Phillips, Ron Garrett, Jason Bell, Tony Butler

**Minutes**

- I. Summary of Student Responses
  - a. The student survey reported a need to assess the possibility of adding 2 new sports to the current athletic department offer. Those were, volleyball for girls and bowling for boys.
  
- II. Questions?
  - a. The committee would like to know Title IX policy on acceptable reasoning not to add a sport.
  
  - b. Issues with adding volleyball is that it will have an adverse affect on field hockey participation numbers. The committee would like to see the number of field hockey players interested in changing sports.
  
  - c. The committee also feels policy for adding sports should be outlined.

## Title IX Committee Meeting Minutes November 3, 2009

### **Attendees:**

Alexandra Thurstone, Zsa Zsa Harris, Mary Lawrence Phillips, Jason Bell, Ron Garrett, Tony Butler, Reed Van Inwegen

- I. Introduce Committee
- II. What is Title IX?
  - a. A federal law that prohibits gender discrimination in education programs that receive federal funds and includes athletics programs.
- III. Compliance – 3 prong test
  - a. Athletic participation at a school is **substantially proportionate** to enrollment
  - b. School personnel may demonstrate a **history and continuing practice** of expanding its sports offerings for women in the recent past.
  - c. School personnel must **fully and effectively accommodate** the interest and abilities of the underrepresented sex.
- IV. Benefits – 12 major areas to be analyzed
  - a. Equipment & Supplies
  - b. Scheduling of games and practice times
  - c. Travel and per diem
  - d. Coaching
  - e. Locker rooms, practice and competitive facilities
  - f. Medical training facilities and services
  - g. Publicity
  - h. Support services (for coaches administrative needs)
  - i. Tutoring, athletic scholarships, housing and dining and recruiting.
- V. Steps for St. Francis
  - a. Evaluation of athletic programs
  - b. Corrective Action Plan
  - c. Annual Report to KHSAA due by April 15, 2010.
- VI. Questions?
  - a. This meeting was an overview meeting to acquaint new members with the process. The committee posed no questions at this time.

**Title IX Meeting III Minutes**  
**March 30, 2010**

**Attendees:**

Alexandra Thurstone, Zsa Zsa Harris, Mary Lawrence Phillips, Ron Garrett, Jason Bell, Tony Butler

**Agenda**

- I. 2009-10 Corrective Action Plan
- II. Summary of Student Responses
  - Student responses indicated a need for follow-up meetings to look into the possibility of add volleyball for girls and bowling for boys. Meetings will be held April 13, 2010.
- III. 2010 Title IX Audit Report
  - a. Participation Opportunity Tests
  - b. Level of Competition Test
  - c. Program Expenditures Comparison Report
  - d. Opportunity/Benefit Compliance Report
- IV. 2010-11 Corrective Action Plan
  - Develop a policy for adding sports
  - Work on ways to increase participation levels in girls sports
  - Review the schools athletic credit policy
- V. Questions?
  - The committee would like to know Title IX policy on acceptable reasoning not to add a sport. Would the effect a new sport would have on current offering participation number be a viable reason? (It was found that not having a facility for practices and games could be a viable reason but not the affect a new sport would have on a current team)
  - Issues with adding volleyball is that it will have an adverse affect on field hockey participation numbers. The committee would like to see the number of field hockey players interested in changing sports.

### Explanation of Advantages

The committee determined that no advantages were given to either the boys' or girls' programs. Though it appears a significant financial advantage went to the boys in the areas of equipment and supplies, travel, and coaching there were several reasons we reported no advantages for either program. The girls' basketball season was canceled prior to the beginning of the season. The school does not provide bus transportation to any contests inside the city limits. There were also more boys' teams meaning more coaches salaries.

The decision to cancel the girls' basketball season was made due to injury and a lack of players. Participation numbers dropped dramatically as only 6 girls started the season. After a few weeks of practice the team participated in their first scrimmage of the season during which a player suffered a season ending injury. After numerous meetings the team members, coaches and administration decided it was unsafe to continue a season with only 5 players. At that point the season was canceled, coaches received pay for their work to that point and plans were made to revive the team the following season. The difference in pay between boys and girls coaches was \$6865. The girls' basketball coaches were scheduled to receive an additional \$3000 by the end of the season. An additional \$2500 more in coaches salaries showed up on the boys' side due to lacrosse a sport which there is no matching girls team. The remaining difference exists because our boys' coaches have been in their positions for a number of teams.

School policy states that travel to away games is provided only for teams that play outside of the city. We offer girls the sports of field hockey, bowling, basketball, tennis and track and field. Of those teams only the basketball team would have traveled outside of the city to play comparable competition. The availability of comparable local competition and team size play a part in the others limited travel. Field hockey and bowling play a local schedule because both leagues are self-contained inside the city limits. Tennis and track and field compete locally for matches and do not require the need of transportation unless there is a large group involved in a post season event outside of the city.

Our 2008-09 Title IX Report shows that we had 4 girls' teams and 6 boys' teams. We have three coaches that have coached both boys' and girls at least 3 years. Our field hockey coach is one of the highest paid on our coaching staff because of experience and time with the school.

Although we had more boys' teams and boys' had the opportunity to participate on more levels than the girls this was only the case in basketball. Boys' who played freshmen and junior varsity basketball played at all three levels during the season. Our girls participated at an overall higher level than the boys, 58 girls accounted for 70 participation slots where as 67 boys' accounted for 73 participation slots. The girls participated at a rate of over 120%, twelve percentage points higher than the boys.