

**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2010-2011**

KHSAA  
Form T65  
Revised  
3/2011

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

FROM: Julian Tackett, Commissioner  
Darren Bilberry, Assistant Commissioner

DATE: April 26, 2011

School	Harlan High School	Reviewed by	Martha Mullins
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The following is a status report regarding the required 2010 - 2011 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2011. 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:

	GE 19 (Annual Verification)	<b>X</b>	T-35 (Budget Expenses)
<b>X</b>	T-1 (Summary Program Chart 1)	<b>X</b>	T-36 (Budget Expenses)
<b>X</b>	T-2 (Summary Program Chart 2)		T-41 (Checklist – Overall Interscholastic Program)
	T-3 (Summary Program Chart 3)	<b>X</b>	T-60 (Corrective Action Plan)
<b>X</b>	T-4 (Summary Program Chart 4)	<b>N/A</b>	T-63 (Interscholastic Survey Results)

II. Status

A.		2010– 2011 Forms are satisfactory and no further information or action is necessary at this time.
B.	<b>X</b>	Errors have been noted with respect to the following forms: T-3 and T-41; please place the attached in the school's permanent Title IX file.
C.		The following forms were omitted and must be submitted by school representatives:
D.	<b>N O N E</b>	According to the 2010-2011 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 type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities) <b>On more than one Student Interest Survey girls have registered a substantial interest in soccer. BY MAY 15, SCHOOL PERSONNEL WILL RESUBMIT THE PLAN TO ADDRESS THIS INTEREST ON AN UPDATED FORM T-3 and T-60, CORRECTIVE ACTION PLAN.</b>
E.	<b>X</b>	Other Recommendation and Comments: The amount of money spent per athlete was skewed toward male participants by \$246.00. The KHSAA guideline for schools with football is to allow a \$100.00 difference per athlete between males and females. It would appear that the cause was the cost of facility maintenance or improvement for the football program. It is assumed the ratio of

	<p>expenditures between genders will be altered within the next year or two. <b>It is strongly suggested that the Gender Equity Review Committee and school personnel monitor this imbalance continuously.</b></p> <p><b>School personnel will provide a justification for no expenditures having been recorded for AWARDS in Softball, Cross-Country, Golf, Track, and Tennis Also add the reason no funds were expended for TRAVEL in Softball, Cross-Country, Tennis, and Volleyball. Include a copy of the school's Awards policy.</b></p> <p>The KHSAA continues to recommend that the Gender Equity Review Committee meet at least once during each sport season: Fall, Winter, and Spring.</p> <p>In the future, please type reports submitted to the KHSAA office. Thank you</p>
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**2010-2011 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)**  
**Checklist - Overall Interscholastic Athletics Program**

KHSAA Form T41  
Rev. 10/10

**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	X
<b>BENEFITS</b>			
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			✓
Housing and Dining			✓
Tutoring			✓
Athletic Scholarships			N/A X

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

Principal's Signature: Steve Neal Date: 4-8-11



2010-2011  
 ACCOMMODATION OF INTERESTS AND ABILITIES  
 SUMMARY PROGRAM CHART (FORM T-3)

KHSAA Form T3  
 Rev. 10/10

Participation Opportunities Test Three Full Accommodation

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

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable interscholastic team for a sport not currently offered? If yes, what sport?	YES <del>No</del> SOCCER		<del>No</del>
2. For a sport not currently offered at the varsity level, is there sufficient interest based on your most recent Student Interest Survey to form a viable team for an interscholastic freshman team or junior varsity team?	YES <del>No</del> VOLLEYBALL SOFTBALL		<del>No</del>
3. For a sport currently offered at the interscholastic Junior Varsity or freshmen level, is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team?	No		<del>No</del>
4. If you answered YES to question (1), (2), or (3), 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?	2		X
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?	2		X

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest:

Principal's Signature

*Harry Neal*

Date:

4-8-11

# KHSAA Emailer

```
select ademail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (ademail is not null and ademail <> "") order by school
select prinemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (prinemail is not null and prinemail <> "") order by school
select superemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (superemail is not null and superemail <> "") order by school
```

- Below is a simulation of how your email will appear.
- You can manually modify the list of addressees in the "To:" box by deleting undesired addressees or adding new ones, one per line.
- You can modify the email subject in the "Subject:" box.
- When you're ready to send your email press the "Send" button. Do not close your browser window while emails are being sent.

<b>From:</b>	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
<b>To:</b>	"Harlan" <kevin.ball@harlanind.kyschools.us> "Harlan" <david.johnson@harlanind.kyschools.us> martha.mullins@insightbb.com
<b>Subject:</b>	Harlan HS-Annual Title IX Report- Status Report
<input type="button" value="Send Email"/>	
<p>Enclosed please find a copy of Form T-65, the <u>2010-2011 KHSAA Title IX Annual Submission Status Report</u>. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.</p> <p>Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.</p> <p>Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.</p> <p>Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org</p>	

- **attachment; filename="20110504134906309.pdf"**
- **attachment; filename="Harlan H.S.doc"**

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**To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Subject: Copy: Harlan HS-Annual Title IX Report- Status Report**  
**From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Date: Wed, 4 May 2011 13:52:36 -0400 (EDT)**

**Attachment: 20110504134906309.pdf**

**Attachment: Harlan H.S.doc**

Enclosed please find a copy of Form T-65, the 2010-2011 KHSAA Title IX Annual Submission Status Report. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.

Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.

Darren Bilberry  
Assistant Commissioner  
Kentucky High School Athletic Association  
Telephone- 859-299-5472  
Fax: 859-293-5999  
E-Mail: dbilberry@khsaa.org



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2010-2011 ANNUAL VERIFICATION OF TITLE IX
PROCEDURES

KHSAA Form GE19
Rev.10/10

(To be submitted by April 15, 2011 along with other required forms)

Harlan High School, Harlan 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:

I. Established a gender equity committee at the high school. (List committee personnel and provide attachment if necessary)

Table with 4 columns: Name, Address, Phone, Title. Lists committee members including Kevin Ball, David Johnson, JB Donahue, Cathy Thomas, Chris Hogue, Stacy Noah, Joe Meadors, Madison Ball, and Ty Saragas.

II. Scheduled a minimum of three meetings during the 2010-2011 school year on the following dates:

Table listing meeting dates: March 3, 2011; March 24, 2011; April 7, 2011.

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

Table with 4 columns: Name, Title, Address, Phone. Lists David Johnson as Supt.

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

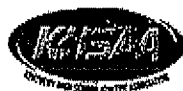
Table with 4 columns: Name, Title, Address, Phone. Lists David Johnson as Supt.

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.

Signatures of Stacy Noah (Principal), Superintendent, and School Board Chairpersons. Date: 5-30 2011.

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



2010-2011  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART (Form T-1)**

KHSAA Form T1  
Rev. 10/10

**Participation Opportunities: Test One - Proportionality**

		(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	<b>GIRLS</b>	110	48.7%	104	43.2%
Row 2	<b>BOYS</b>	116	51.3%	137	56.8%
Row 3	<b>Totals</b>	226	<b>100%</b>	241	<b>100%</b>

**Instructions:**

\*Number of 8<sup>th</sup> grade students & below used in  
 Column 3 and Column 4 calculations: 30

- 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 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: *Steve Nash* Date: 5-30-2011





**2010-2011  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-2)  
PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM  
EXPANSION**

KHSAA Form T2  
Rev. 10/10

		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 2006-2007 School Year	Current Number of Participants for the 2010-2011 school year who are playing on teams added since the 2006-2007 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2006-2007 School Year
<b>GIRLS</b> Row 1	varsity:	5	64	0	0	
Row 2	j.v.:	3	32	0	0	
Row 3	frosh:	1	8	0	0	
Row 4	total:	9	104	0	0	0.0%
<b>BOYS</b> Row 5	varsity:	7	99	0	0	
Row 6	j.v.:	3	31	0	0	
Row 7	frosh:	1	7	0	0	
Row 8	total:	11	137	0	0	0.0%

- 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 for the underrepresented sex (most likely girls), 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: *Steve Roach*

Date: 5-30-2011



2010-2011 ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART (FORM T-3)

KHSAA Form T3 Rev. 10/10

Participation Opportunities Test Three Full Accommodation

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

Table with 4 columns: Question, GIRLS (Yes / No), and BOYS (Yes / No). Contains 5 rows of survey questions and answers.

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest:

According to the survey there is enough interest to look into a soccer team for girls. On the same survey there were around fifty showing interest for football, but we are lucky to have 25 or 30. We are going to see if the interest is there when school starts back or if it was just a fluke on the survey. Softball and Volleyball both are getting new coaches and we will see if the number on survey come out and if so then form the other teams.

Principal's Signature: [Handwritten Signature] Date: 5-31-2011



**2010-2011**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA Form T-4  
Rev. 10/10

**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:	5	64	61.5%
Row 2	j.v.:	3	32	30.8%
Row 3	frosh:	1	8	7.7%
Row 4	total:		104	100%
<b>Boys</b>				
Row 5	varsity:	7	90	72.3%
Row 6	j.v.:	3	31	22.6%
Row 7	frosh:	1	7	5.1%
Row 8	total:		137	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: 5-30-11

2010-2011  
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 - (FORM T-35)  
TO INCLUDE BOOSTER CLUB FUNDING



Sports	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	6880	0	5980	0	714	0	14125	0	0	0	0	0
B basketball	10911	0	2911	0	367	0	14125	0	0	0	0	0
G softball	1938	0	0	0	0	0	4990	0	3372	0	0	0
B baseball	599	4582	0	0	108	0	4690	0	2615	671	0	100
G cross country	0	0	0	0	0	0	0	0	0	0	0	0
B cross country	604	0	0	0	0	0	940	0	0	0	0	0
G golf	0	0	0	0	0	0	0	0	0	0	0	0
B golf	277	0	417	0	0	0	940	0	0	0	0	0
G soccer	0	0	0	0	0	0	0	0	0	0	0	0
B soccer	0	0	0	0	0	0	0	0	0	0	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

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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: *Steve Nash* Date: 5-30-11

2010-2011  
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - ( Form T36)  
TO INCLUDE BOOSTER CLUB FUNDING



Sports	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 track	0	0	436	0	0	0	1595	2 1	0	0	0	0	
B track	0	0	118	0	0	0	1595	2 1	0	0	0	0	
G tennis	288	0	0	0	0	0	1250	1 1	196	0	0	0	
B tennis	288	0	0	0	0	0	1250	1 1	196	0	0	0	
G volleyball	3951	0	0	0	282	0	1250	2 2	0	0	0	0	
B wrestling	0	0	0	0	0	0	0	0 0	0	0	0	0	
G	0	0	0	0	0	0	0	0 0	0	0	0	0	
B football	13248	0	2876	0	1507	0	17000	4 2	11675	0	0	0	
G	0	0	0	0	0	0	0	0 0	0	0	0	0	
B	0	0	0	0	0	0	0	0 0	0	0	0	0	

- Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.
- 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	\$ 94,790	67.2%
Girls	\$ 46,327	32.8%
<b>Total:</b>	<b>\$ 141,117</b>	<b>100%</b>

Principal's Signature: *Andy Moad* Date: 5-30-2011



**2010-2011 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)**  
**Checklist - Overall Interscholastic Athletics Program**

KHSAA Form T41  
 Rev. 10/10

**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
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

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

Principal's Signature: Steve North Date: 5-30-11

SCHOOL NAME\_ Harlan


  
**PRELIMINARY**  
**2010-2011 TITLE IX**  
**CORRECTIVE ACTION PLAN**  
**(FORM T-60)**

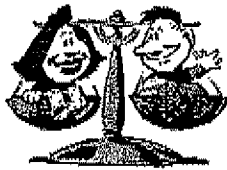
**DIRECTIONS:**

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, 2011.

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
More money was spent on boys programs mainly because a large number was spent on facility improvements.	With the money being spent on football being less and more things spent on the girls program should close gap.	Start: July 2011 Complete: June 2013
There was interest shown on the surveys to investigate a girls soccer team.	There are only ten schools in our outermost area that offer soccer. We will look into number and feasibility next year.	Start: July 2011 Complete: June 2012

Principal's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**PRELIMINARY**



**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2010-2011**

KHSAA  
Form T65  
Revised  
3/2011

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

FROM: Julian Tackett, Commissioner  
Darren Bilberry, Assistant Commissioner

DATE: April 26, 2011

School	Harlan High School	Reviewed by	Martha Mullins
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The following is a status report regarding the required 2010 - 2011 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2011. 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:

	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)		T-41 (Checklist - Overall Interscholastic Program)
	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.		2010- 2011 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-3 and T-41; please place the attached in the school's permanent Title IX file.
C.		The following forms were omitted and must be submitted by school representatives:
D.	<b>N O N E</b>	According to the 2010-2011 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 type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities) <b>On more than one Student Interest Survey girls have registered a substantial interest in soccer. BY MAY 15, SCHOOL PERSONNEL WILL RESUBMIT THE PLAN TO ADDRESS THIS INTEREST ON AN UPDATED FORM T-3 and T-60, CORRECTIVE ACTION PLAN.</b>
E.	X	Other Recommendation and Comments: The amount of money spent per athlete was skewed toward male participants by \$246.00. The KHSAA guideline for schools with football is to allow a \$100.00 difference per athlete between males and females. It would appear that the cause was the cost of facility maintenance or improvement for the football program. It is assumed the ratio of



expenditures between genders will be altered within the next year or two. It is strongly suggested that the Gender Equity Review Committee and school personnel monitor this imbalance continuously.

School personnel will provide a justification for no expenditures having been recorded for AWARDS in Softball, Cross-Country, Golf, Track, and Tennis Also add the reason no funds were expended for TRAVEL in Softball, Cross-Country, Tennis, and Volleyball. Include a copy of the school's Awards policy.

The KHSAA continues to recommend that the Gender Equity Review Committee meet at least once during each sport season: Fall, Winter, and Spring.

In the future, please type reports submitted to the KHSAA office. Thank you

This is in response to the form sent to Harlan High School from the title IX 2010-2011 report.

1. We allow each sport to do their awards at the end of each season, but we do not mandate that they give out awards. We are in the SEKC and they give awards in most sports and some teams choose not to give other awards. Should we mandate that a sport give out awards each year?
2. The reason that travel was not on the report for sports Softball, Cross-Country, Tennis and Volleyball is because the sports were not billed from central office until the end of the 2009-2010 school year. This means that next years report will have two sets of transportation billings. We have finally got the central office to bill us each month rather than at the end of the school year.

## HARLAN HIGH SCHOOL ATHLETIC GEAR POLICIES

Harlan High School will provide game uniforms to all sports teams. A rotation plan will assure each sport team will perform an evaluation of current uniforms every four years in order to qualify for an opportunity to purchase new uniforms. Uniforms will be of the same quality for both boys and girls.

### **1. ROTATION PLAN**

(LIST TEAMS, BY SCHOOL YEAR)

### **2. UNIFORM REPLACEMENT**

(POLICY SHOULD ADDRESS CIRCUMSTANCES BETWEEN ROTATION YEARS DUE TO NEED FOR LARGER OR SMALLER SIZES, WEAR AND TEAR, ETC.)

### **3. PRACTICE UNIFORMS**

(POLICY SHOULD CONFIRM PURCHASE AND DISTRIBUTION WOULD BE ALLOWED FOR BOYS AND GIRLS ALIKE, ACCORDING TO THE RATIO OF PARTICIPATION OF EACH IN THE ATHLETICS PROGRAM, AND IN KEEPING WITH REQUIREMENTS AND TRADITIONS OF THE SPORT)

### **4. SHOES**

(SAME AS ABOVE. IN ADDITION, THE POLICY SHOULD ADDRESS SPECIALITY ITEMS SUCH AS CLEATS.)

### **5. WARM-UP APPAREL AND OUTDOOR GEAR**

(SEE 3. ABOVE)

### **6. PERSONAL ITEMS AND SAFETY GEAR**

(POLICY SHOULD ADDRESS WHAT ITEMS WILL BE THE RESPONSIBILITY OF THE ATHLETE AND WHAT SAFETY GEAR. LIKE KNEE AND ELBOW PADS OR ANKLE BRACES, WILL BE PROVIDED BY THE SCHOOL)

expenditures between genders will be altered within the next year or two. **It is strongly suggested that the Gender Equity Review Committee and school personnel monitor this imbalance continuously.**

**School personnel will provide a justification for no expenditures having been recorded for AWARDS in Softball, Cross-Country, Golf, Track, and Tennis Also add the reason no funds were expended for TRAVEL in Softball, Cross-Country, Tennis, and Volleyball. Include a copy of the school's Awards policy.**

The KHSAA continues to recommend that the Gender Equity Review Committee meet at least once during each sport season: Fall, Winter, and Spring.

In the future, please type reports submitted to the KHSAA office. Thank you

*No deadline  
@call*



2010-2011

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

KHSAA Form T-35  
REV. 10/10

Sports	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	6880		5980		714		14125	4/3						
B basketball	10911		2911		367		14125	4/3						
G softball	1938						4690	2/2						
B baseball	599	4582.10			108		4690	2/2	2814.57	671.44			100.	
G cross country														
B cross country	604						940	1/1						
G golf														
B golf	277		417				940	1/1						
G soccer														
B soccer														
G swimming														
B swimming														

271691  
28314  
10000  
13563  
1544  
1634

- Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.
- 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: Stacy Nord Date: 4-8-11



2010-2011  
**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - ( Form T36 )**  
**TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T36  
 REV. 10.10

Sports	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 track			436				1595	2 / 1				
B track			118				1595	2 / 1				
G tennis	268						1250	1 / 1	196.20			
B tennis	268						1250	1 / 1	196.39			
G volleyball	3351				282		1250	2 / 2				
B wrestling												
G (list sport)												
B football	13248		2876		1507		17000	4 / 2	11675.45			
G (list sport)												
B (list sport)												

2031  
 1713  
 1714  
 1714  
 4882  
 46306

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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
137	Boys	\$ 94690.95	67%
104	Girls	\$ 46317.20	33%
Total:		\$ 141008.15	100%

Principal's Signature: Stacy Hoff Date: 4-8-11

129-343