

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

KHSAA
Form T65
Revised
3/2011

REVISED

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

FROM: Julian Tackett, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: June 30, 2011

School	Morgan County	Reviewed by	Gordon Bocock
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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:

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)	NA	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.	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 2010-2011 data, the school appears to be meeting the standards established in: <input checked="" 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.	Other Recommendation and Comments: With the information given it appears that Morgan County is passing Test 1 and with the follow up on student interest survey you submitted you are also passing Test 3. The only area of concern appears to be in spending. It is very much a RED FLAG issue when you are spending \$145.53 more per male athlete. The report indicates that you spent \$482.78 per male athlete and \$337.25 per female athlete. We know that when you are a football playing school you will never be equal in spending but when the difference is more than \$100.00 then a potential Red Flag pops up. This is the second year in a row that concern has fallen in this area so the Gender Equity Committee need to give immediate attention to this and put forth a Corrective Action Plan in place that details a step by step plan to bring the school back into compliance in regard to male/female

	spending.
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F:\Forms\T65.doc

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.

From:	Darren Bilberry <dbilberry@khsaa.org>
To:	"Morgan County"<ralph.hamilton@morgan.kyschools.us> "Morgan County"<joseph.gamble@morgan.kyschools.us> "Morgan County"<deatrah.barnett@morgan.kyschools.us> gbocock@khsaa.org
Subject:	Morgan County HS2010-2011 Title IX Annual 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="Morgan County.doc"

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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)

APR 18 2011

Morgan County _____ High School, West Liberty _____ 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)

Name	Address	Phone	Title (Supt., Principal, Student, Parent, Coach, Etc.)
Deatrah Barnett	150 Road To Success	606-743-8002	Superintendent
Darren Sparkman	150 Road To Success	606-743-8002	District Title IX Coordinator
Patty Hutchinson	150 Road To Success	606-743-8002	Board Member
Joe Gamble	150 Road To Success	606-743-8052	Principal
Ralph W. Hamilton	150 Road To Success	606-743-8052	Athletic Director
Tammy Hensley	150 Road To Success	606-743-8052	Coach
Jeff Brown	150 Road To Success	606-743-8052	Coach
Keith Linkous	150 Road To Success	606-743-8052	Parent/Coach
Lindsay Fugate	150 Road To Success	606-743-8052	Student Athlete
Zachary Bartley	150 Road To Success	606-743-8052	Student Athlete

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

September 22, 2010
February 16, 2011
March 1, 2011

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

Name	Title	Address	Phone
Ralph W. Hamilton	Athletic Director	150 Road To Success	606-743-8052

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

Name	Title	Address	Phone
Darren Sparkman	Maintenance Coordinator	150 Road To Success	606-743-8002

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.

Joseph Danell Principal's Signature	4-13-11 Date	2011
Deatrah Barnett Superintendent Signature	Patty Hutchinson School Board Chairpersons' Signature	

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

Be presented at next board meeting



**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	GIRLS	286	48.6%	202	51.4%
Row 2	BOYS	302	51.4%	191	48.6%
Row 3	Totals	588	100%	393	100%

Instructions:

*Number of 8th grade students & below used in
Column 3 and Column 4 calculations: 61

- 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: Joseph Darnell Date: 4-13-11



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

		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
GIRLS Row 1	varsity:	7	105	1	14	
Row 2	j.v.:	5	72	0	0	
Row 3	frosh:	2	25	0	0	
Row 4	total:	14	202	1	14	6.9%
BOYS Row 5	varsity:	7	125	0	0	
Row 6	j.v.:	4	51	0	0	
Row 7	frosh:	1	15	0	0	
Row 8	total:	12	191	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: Joseph Daniels Date: 4-13-11



**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 Soccer		Yes Wrestling
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?	No		No
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		No
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?	Yes Soccer		Yes Wrestling - Minimal
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 Soccer		No

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:

A meeting was conducted during school to gage the interest in girls soccer. During the meeting, 39 girls signed up. However, in a follow up meeting after school, only one of the girls who signed up attended. An all call was sent out to all girls that attend Morgan Co. High to ensure they knew. Please see attachment. Also, all spring sports were off that day to allow all athletes competing in spring athletics the chance to attend. Therefore, we will gage the interest in soccer next year and have interest and follow up meetings to determine when we have the appropriate amount of interest to begin having girls soccer. Wrestling did not receive any interest when the meeting was held during school therefore a follow up meeting was not conducted. We will also gage the interest in wrestling next year.

Principal's Signature : Joseph Dumble Date: 4-13-11



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

KHSAA Form T4
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:	7	105	52.0%
Row 2	j.v.:	5	72	35.6%
Row 3	frosh:	2	25	12.4%
Row 4	total:		202	100%
Boys				
Row 5	varsity:	7	125	65.4%
Row 6	j.v.:	4	51	26.7%
Row 7	frosh:	1	15	7.9%
Row 8	total:		191	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: Joseph Daniels Date: 4-13-11



SCHOOL NAME Morgan County

**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 SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 PLAN FOR SUGGESTED CHANGE	COLUMN 3 START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Athletic Policies	Continue implementing seasonal banquets that recognizes each sport during that season. Each team will receive equitable awards.	Start: Aug. 2011 Complete: July 2012
Facilities	Continue to evaluate and revise athletic policies to ensure gender equity.	Start: Aug. 2011 Complete: July 2012
	Create a more gender friendly environment in the school weight room.	Start: Aug. 2011 Complete: July 2012

Principal's Signature: Joseph D. Amble Date: 4-13-11

During Break

(Girls)

April 1st, 2011

Soccer Interest

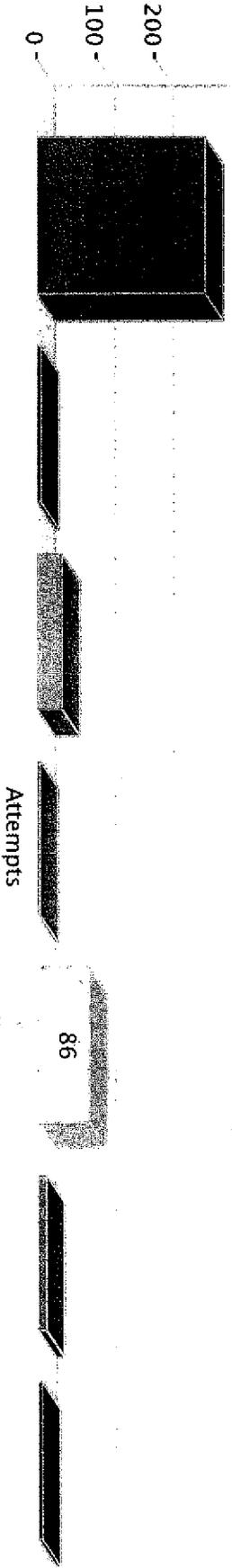
1. Kelly Whisman
2. Coral Hillman
3. Lean adfield
4. Bridgett Brack
5. Kristie Dalton
6. Makayla Adkins
7. Darreian Glam
8. Courtney Baker
9. Victoria Costle
10. Laura Keeton
11. Danielle Benton
12. Morgan Baker
13. Paige Combs
14. Laura Bryant
15. Page Stephens
16. Alex Gullett
17. Bridget Sanders
18. Mariah Hanson
19. Bri Lindon
20. Heather Honey
21. Destiny Harvey
22. Rachel Craft
23. Nicole Perry
24. Ashlee Prater
25. Tori Howard
26. Kara Scarborough
27. Megan Gross
28. Natalie Keeton
29. April Keeton
30. Haley Meade
31. Kelsey King
32. Courtney Rauland
33. Morgan Ferguson
34. Andrea Thompson
35. Faith Sone
36. Chelsea Dalton
- 37.
- 38.
- 39.
- 40.
- 41.
- 42.
- 43.



Report Name: Soccer Meeting
 Description:
 Report Type: Auto Report
 Creation Date: Apr 8, 2011 6:44 pm
 Account: Morgan County Schools
 User Name: joseph.gamble
 First Name: Joe
 Last Name: Gamble

of Jobs: 1
 Job Name: Soccer Meeting
 Job Type: General
 Submitted On: Apr 08, 2011
 Scheduled Date: Apr 08, 2011
 Scheduled Time: 6:00 PM
 Scheduled End Time: 8:00 PM
 Total Jobs: 445
 Total Attempts: 445
 Total Success: 0
 Total Failure: 0

Totals	Completed	Remaining	Blocked	Duplicates	Removed	No. Ports	No. Jobs Selected	No. Attempts	Success
0	0	0	0	0	0	446	0	0	0.00 %
445	445	0	0	42	0	3	595	91.81 %	



Answered: 284
 Busy: 7
 Duplicate: 42
 Unknown: 5
 Machine: 86
 No Answer: 14
 Disconnect: 7

After School at 6 PM
April 11, 2011

Soccer Interest - Follow Up Meeting

Sign In Sheet

Student Athletes

1. *Kelly Whisman*
- 2.
- 3.
- 4.
- 5.
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- 33.
- 34.

After School at 6PM
April 11, 2011

Soccer Interest - Follow Up Meeting

Sign In Sheet

Parents

1. Myra Whisman - Mother of Kelly Whisman
- 2.
- 3.
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- 34.

Title IX Gender Equity Meeting

Agenda

- A. Welcome
- B. Review Minutes from last meeting
- C. Discuss Spring Sports
- D. Student Survey
 - a. Data
 - b. Interest Meetings
- E. Uniforms Rotation
 - a. 2010-11
 - i. Girls Basketball
 - ii. Baseball
 - iii. Softball
 - iv. Tennis
 - v. Golf (Boys and Girls: Shirt only)
 - b. 2011-12
 - i. Volleyball?
 - ii. Golf (Boys and Girls: Shirt only)
- F. Review Annual Report Forms
- G. Future Meeting Date
- H. Miscellaneous
- I. Adjourn

Kimberly Fugate 3/1/11

Joseph Dambit - Principal 3-1-11

~~Jeff Gurr~~ - 3-1-11

Sammy Hensley 3-1-11

~~Rob~~ 3-1-11

Daren Sparker - 3-1-11

Morgan County Gender Equity Committee Meeting

Minutes of Meeting

February 16th, 2010

The MCGEC for Morgan County High School held its first meeting of the school year on March 1st in the school library.

Those present were as follows:

Ralph Hamilton	Joseph Gamble	Jeff Brown
Tammy Hensley	Darren Sparkman	Lindsay Fugate

Discussion

- Spring Sports
 - Baseball and Softball concessions
- Uniforms rotation
 - 2010-11 School Year
 - Girls Basketball
 - Baseball
 - Softball
 - Tennis (Boys & Girls)
 - Golf (Boys & Girls: Shirt Only)
 - 2011-12
 - Volleyball
 - Golf (Boys & Girls: Shirt Only)

Business

- Reviewed and approved Uniforms rotation for 2010-11.

- Revised 2011-2012 Rotation to align volleyball up with Football. Approved by the committee.
- Approved an Interest meeting for Girls Soccer to be held during school on Friday, April 1st during break.
- Approved a follow up interest meeting after school for girls' soccer on Monday, April 11 at 6 PM.
 - An all call message will be sent out to all girls who attend Morgan Co. High letting them know of the meeting.
- Approved 2010-11 Title IX Report.

There were no further discussion or business. Darren Sparkman made a notion to adjourn the meeting, with a second from Ralph Hamilton. All were in favor.

Ralph W. Hamilton – Athletic Director

Title IX Gender Equity Meeting

Agenda

- A. Welcome
- B. New Member Orientation (Purpose of Committee)
- C. Review Minutes from last meeting
- D. Title IX Audit Report
 - a. Policies
- E. Review Corrective Action Plan for prior year
- F. Review of Fall and Winter sports
- G. Student Survey
- H. Athletic Funding for each sport
- I. Review Annual Report Forms
- J. Future Meeting Date
- K. Miscellaneous
- L. Adjourn



School Name: Morgan County High School

Gender Equity Review Committee Members:

MEMBER NAME	TITLE	SIGNATURE	DATE	(✓)
Joe Gamble	Principal	Joseph Gamble	2-16-11	
Patty Hutchinson	School Board	Patty Hutchinson	2-16-11	
Keith Linkous	Teacher/Coach	Keith Linkous	2-16-11	
Tammy Hensley	Teacher/Coach	Tammy Hensley	2-16-11	
Darren Sparkman	Title IX Coordinator	Darren Sparkman	2-16-11	
Lindsey Fugate	Student	Lindsey Fugate	2-16-11	
Zach Bartley	Student	Zach Bartley	2-16-11	
Robert T	AD	Robert T	2-16-11	

- Please check (✓) if Gender Equity Review Committee members have reviewed this final submission.

Morgan County Gender Equity Committee Meeting

Minutes of Meeting

February 16th, 2010

The MCGEC for Morgan County High School held its first meeting of the school year on February 16th in the school library.

Those present were as follows:

Ralph Hamilton	Joseph Gamble	Patty Hutchinson
Keith Linkous	Tammy Hensley	Darren Sparkman
Zach Bartley	Lindsay Fugate	

Discussion

- New Member Orientation
 - Purpose of Committee
- Title IX Audit Report
 - Findings
- Corrective Action Plan 2009-10
- Fall and Winter Sports
- Athletic Funds
 - Account Set Up

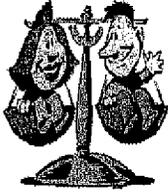
Business

- Policies
 - Approved locker assignments put in Morgan County Schools Athletic Guidelines and Policies
 - Reviewed and approved annual Report Forms

- Approved travel policy put in Morgan County Schools Athletic Guidelines and Policies
- Discussed and approved Publicity policy put in Morgan County Schools Athletic Guidelines and Policies

There was no future business to discuss. Joe Gamble made a motion to adjourn the meeting, with a second from Tammy Hensley. All were in favor.

Ralph W. Hamilton – Athletic Director



Kentucky High School
Athletic Association
Title IX Audit Visit



Sign In Sheet

School: Morgan County High School

Date of Visit: Wednesday, September 22, 2010

HS Title IX Coordinator: Ralph Wesley Hamilton

Address: 1552 Coffed Creek Road Phone: 606 369 1901
West Liberty, KY 41472

District Title IX Coordinator: Darren Sparkman

Address: Box 812 West Liberty, Ky, 41472 Phone: 606-495-5133

	Name	Title	Phone Number
1	Ralph W. Hamilton	Athletic Director	606 369 1901
2	Joseph Gamble	Principal	606-743-8052
3	Patty Hutchinson	M.C School Board	606 743-7412
4	Keith Linkous	Parent / ^{Cross Country} Assist. Baseball Coach	606-743-4192
5	Debrah Barnett	Superintendent	606-743-8002
6	Darren Sparkman	Facilities / Title IX Dir	606-743-8002
7	Zach Bartley	Student / Athlete	606-743-1856
8	Lindsey Fugate	Student / Athlete	606-743-9120
9	Jeffery S Brown	Coach / Teacher	606 743-44260
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Signature KHSAA Title IX Auditor

Signature KHSAA Title IX Auditor

Morgan County Gender Equity Committee Meeting

Minutes of Meeting

September 22, 2010

The MCGEC for Morgan County High School held its first meeting of the school year on September 22nd in room 103.

Those present were as follows:

Ralph Hamilton	Joseph Gamble	Patty Hutchinson
Keith Linkous	Deatrah Barnett	Darren Sparkman
Zach Bartley	Lindsay Fugate	Jeff Brown
Kathy Johnson	Gordon Boccock	

Discussion

- History of Title IX
- Counting Athletes
- T-2 Test
- T-3 Test
- Soccer
 - Interest
 - Meetings
 - Advertising
- Document Policies
- Prime Time dates for girls basketball
- Policies for Travel and Per Diem
- Male to Female Coaches ratio should be similar
- Locker Room Assignments
- Awards Policy
- Schedule for Weight Room
 - Athlete Friendly
 - Female Weights
 - Clean
- Uniform Rotation

- Verify unusual amounts of monies spent
- Accountability

Business: None

There was no further discussion. Jeff Brown made a motion to adjourn the meeting, with a second by Ralph Hamilton. All were in favor. The meeting ended at 5:00 pm.

Ralph W. Hamilton – Athletic Director

Guidelines/Policies

Morgan County High School

Cougar Pride for
the Student-Athlete

Morgan County Schools

150 Road To Success

West Liberty, KY 41472

www.morgan.k12.ky.us

November, 2010

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MISSION STATEMENT

The Morgan County High School Department of Athletics recognizes student-athletes as hard working and dedicated young ladies and gentlemen who succeed in the classroom and athletically. It is our goal to promote the student-athlete instead of the athletic-student. Therefore, the Morgan County High School Department of Athletics shall implement all guidelines of the Morgan County Board of Education, Morgan County High School SBDM Guidelines, Kentucky High School Athletic Association (KHSAA), and State and Federal Laws to ensure fairness, safety and equity for all student-athletes participating at any level of athletics in the Morgan County School District.

ATHLETIC PARTICIPATION PHILOSOPHY

It shall be the philosophy of the Morgan County Department of Athletics that student-athletes shall enjoy as many sport seasons as they and their parents wish them to participate in without influence from any coach to specialize in one sport. All coaches should encourage participation in other sports. In order to embrace this philosophy, our coaches agree that:

- Once the season has started, no student-athlete which is dropped from one squad for disciplinary reasons shall be eligible to compete in another sport for that particular season. No student-athlete may start (or try-out for) another sport until the previous sport has been completed and all school equipment has been turned in.

- Student-athletes may participate on teams during the same season if it is acceptable to both coaches and does not interfere with school work.
- When a student-athlete is signing a Letter of Intent as an student-athlete for a college or university, the signing must take place before or after school, or at lunch. This will allow coaches and teammates to attend the signing.

SECTION I:

MORGAN COUNTY HIGH SCHOOL ATHLETICS

SECTION I - HIGH SCHOOL ATHLETICS

1. Athletic Programs Offered at Morgan County High School

A. Fall Sports

Girl's

Cross Country (V)
Golf (V)
Volleyball (V, JV, FR)
Cheerleading

Boy's

Cross Country (V)
Golf (V)
Football (V, JV, FR)

B. Winter Sports

Girl's

Basketball (V, JV, FR)
Cheerleading

Boy's

Basketball (V, JV, FR)

B. Spring Sports

Girl's

Softball (V, JV)
Track (V)
Tennis (V, JV)

Boy's

Baseball (V, JV)
Track (V)
Tennis (V, JV)

2. Morgan County High School Authorized Head Coaching Staff for Athletic Programs

Football - Brian Turner
Cross Country (Boys/Girls) - Keith Linkous
Boys Golf - Ralph W. Hamilton
Girls Golf - Darrell Bradley
Volleyball - Tammy Hensley
Boys Basketball - Matthew Perry
Girls Basketball - Jeff Brown
Baseball - Mark Easterling
Softball - Tammy Hensley
Boys Track - Stacey Perry
Girls Track - Crystal Rudd
Cheerleading - Tosha Castle
Boys Tennis - Addison Whitt
Girls Tennis - Vickie Oldfield

3. Scheduling Policies and Guidelines for Morgan County High School

- A. All scheduled athletic events must be approved and submitted to the District Athletic Director's Office.
- B. The athletic schedule shall fulfill all conference, district, and/or regional requirements as set forth by the Kentucky High School Athletic Association (KHSAA).
- C. Games should be scheduled with schools so that travel distances will be minimized.
- D. Scheduling of facilities, practice times and game times for both boys and girls shall be in keeping with applicable provisions of Title IX.
- E. Games should be scheduled to avoid conflicts of sports being scheduled on the same date at a school.
- F. Games should **not** be scheduled on Wednesdays or Sundays.
- G. No regular season games may be scheduled on a date that would require loss of school time for travel or play, unless approved by the District Athletic Director.
- H. Games should be scheduled to avoid semester ending exams.

4. Admission Prices for Athletic Events

A. Regular Season Athletic Events: The following are admission prices to athletic events of the Morgan County High School Tickets for athletic contests for which admission is charged will be sold until halftime of the last game scheduled that day.

	<u>Fall & Winter</u>	<u>Spring</u>
1. Adult Admission	\$ 5.00	Free
2. Student Admission	\$ 3.00	Free
3. Children (under 5 accompanied by an adult)	FREE	FREE

B. Special Athletic Events: The admission prices for all special athletic events including, but not limited to, tournaments, classics, and bowl games,

1. Adult Admission	\$ 5.00
2. Student Admission	\$ 5.00
3. Children (under 5 accompanied by an adult)	FREE

Tickets for athletic contests for which admission is charged will be sold until halftime of the last game scheduled that day. No passes will be accepted at these events unless otherwise posted.

C. KHSAA passes, trainer passes, administrator passes, and 16th Region referee passes are good at all regular season games.

5. Equipment and Supplies

The Morgan County High School Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for inventorying equipment, supplies and uniforms.

All equipment items and supplies purchased for athletics shall adhere to the following criteria:

A. All athletic equipment, supplies and uniforms shall be inventoried on the district's athletic inventory sheet and submitted to the Athletic Director within 30 days of the conclusion of each sports season.

- B. Coaches will maintain an accurate record of equipment/supplies purchased and include the items in the annual inventory report.
- C. Athletic uniforms for each sport will be purchased by that individual sport through their activity account and/or booster clubs. **The Gender Equity Committee has established the following rotation plan for review of the purchasing of new uniforms for each sport:**

Football - 3 years
Volleyball - 2 years
Girls & Boys Cross Country - 3 years
Girls & Boys Basketball - 3 years
Softball & Baseball - 3 year
Girls & Boys Track - 3 years
Girls & Boys Tennis - 3 years
Girls & Boys Golf - Shirts Yearly

- D. The quality and quantity of uniforms purchased for Morgan County High School athletic teams will be the same.
- E. Coaches will submit three bids in writing from companies for uniforms and equipment to the Athletic Director and Principal if not purchased on state bid contract.
- G. All uniform and equipment purchases must be approved by the Athletic Director and Principal. Purchase order numbers will be issued by the Athletic Director. The Athletic Director will order all uniforms and major equipment purchases with approval of the Principal.
- H. Equipment purchases for like sports (basketball, softball and baseball) shall be on an equal basis. In the event equipment is shared (i.e. indoor batting cage) the monies shall be divided equally between the two sports. Each sport will have the same equal access to all equipment purchased for the use of both male and female sports.

6. Scheduling of Games and Practice Times

The Morgan County Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for scheduling of games and practice times.

All games and practice times for athletics shall adhere to the following criteria:

- A. Head coaches will be responsible for scheduling all games, scrimmages, practice times and weight lifting with the aid of the athletic director.
- B. All scheduling of games, scrimmages, practice times and weight lifting must be approved by the Athletic Director.
- C. Facilities practice times and weight lifting schedules will be scheduled with the Athletic Director's calendar of events for those facilities. These times will be scheduled so that girls/boys teams will not occupy the weight room at the same time. During basketball season the boys team will use the weight room while girls team practices and the girls team will use the weight room while the boys team practices.
- D. Boys/Girls Basketball teams will rotate equitably on a week-to-week basis as to who practices early and late.
- E. Basketball head coaches shall insure that at least 40% of the girls' basketball games are during prime dates (Friday and Saturday).
- F. In the event of a girl/boy varsity team double header basketball game, head coaches must insure that the girls' varsity team play in the second game of the night at least half of the scheduled contests. This rotation should be conducted every other contest.
- G. All varsity basketball games shall be secured via KHSAA contract forms with KHSAA competitors so there is a balance in the number of home and away games each season.

7. Travel and Per Diem Allowances

The Morgan County Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for the travel and per diem of student athletes.

All athletic travel and per diem of student athletes shall be governed by the following criteria:

- A. The athletic department nor booster clubs will provide monies for the purchase of meals during the regular season except on trips that last longer than 1 hour. Coaches will have the option of using booster club funds or paying for the meal themselves, securing a receipt, then being reimbursed from their activity account.
- B. In the event that a team or individual makes the state tournament in their sport, the Morgan County Co. Board of Ed. will purchase three meals per day during the team's or individual's stay at the state contest. Meal money allocated for any team shall be \$8.00 per athlete/coach per meal. Individual players for individual sports (golf, cross country, track) will receive an allocation of \$8.00 per athlete/coach per meal. The MCBOE will also pay for necessary rooms for players/coaches in these instances.
- C. Meals purchased by the Booster Club for athletes must equitably allocate the same amount of money for each meal for boys and girls. Money amounts for each meal must be the same for girls and boys similar sports (i.e. basketball, softball, baseball, etc.).
- D. Hotel rooms purchased by the Booster Club or paid for from that sport's activity account must equitably allocate the same amount of money for each room for boys and girls. Money amounts for each room must be the same for girls and boys similar sports (i.e. basketball, softball, baseball, etc.). Every sport shall have the opportunity for overnight trips during the regular season.
- E. The Morgan County Board of Education will equitably provide all transportation for athletic events for male and female sports. All buses will be comparable for both male and female teams. All teams must be transported by bus regardless of the situation mandated by the Morgan County Board Education.
- F. Male and female sports shall be given equitable travel opportunities for regular season tournaments, post season tournaments, out-of-region and out-of-state events. Each female and male athletic team will be

given the opportunity of participating in one out-of-state contest/tournament each year. All out-of-state events must be approved by the Board of Education.

- G. Out-of-state trips must have the same equitable location for each team and/or program. For example, if the boys' baseball team wants to play in Florida, the girls' softball team must be given the same opportunity to play in Florida as well.
- H. Student athletes shall ride the athletic bus to any scheduled event. (Only exception is permission from the Athletic Director)
- I. All student athletes traveling by bus to school sponsored activities must return to the school on the same bus unless the parent or legal guardian personally addresses the coach or other supervising school authority and takes custody of their child and signs them out with the coach.
- J. Student athletes may not be released to ride with any person other than their own parent or legal guardian unless parent signs student out and then permits them to do so.
- K. Student athletes with extenuating circumstances may request approval in writing for another means of transportation, by the coach, Principal or Athletic Director.

8. Coaching

The Morgan County Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for the hiring procedures, equal staffing, and education opportunities of the coaches of student athletes.

All athletic coaches of student athletes shall be governed by the following criteria:

A. The school district's Board of Education shall maintain an equitable pay scale for all coaches of male and female teams. A copy of the pay scale shall be kept by the Athletic Director.

B. The athletic department shall seek qualified adult women for coaching positions as they become available. The Site-

Based Decision Making (SBDM) Council and Board of Education shall post coaching positions of female sports that specifically requests that female applicants are desired for the position. The Athletic Director shall post coaching positions on the KHSAA web site to allow a state wide posting of the position to reach more female qualified applicants. The Athletic Director shall seek out former female student athletes that are now educators and encourage them to apply for coaching positions at their alma mater.

C. The number of assistant coaches shall be equal for like teams if the number of participants is parallel for both the male team and female team.

D. The SBDM Council shall make every endeavor to hire coaches with similar levels of competence and experience for male and female teams.

E. Coaches of female and male teams shall have the same equitable opportunities to attend various clinics, in-services, conferences, and seminars.

F. The Principal, SBDM Council and Athletic Director shall maintain, when possible, a balance of on-campus/off-campus coaches for teams of both genders.

9. Locker Rooms, Practice and Competitive Facilities

The Morgan County Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for the assignment of locker rooms, practice and competitive facilities for teams of student athletes.

All locker rooms, practice and competitive facilities of student athletes shall be governed by the following criteria:

A. All locker rooms shall be assigned by the Athletic Director. All locker rooms will be provided with the same amenities (rest rooms, showers, lockable lockers and dry erase boards).

B. Locker room assignments are as follows:

Northeast Corner Locker room in the Gym:

Volleyball - Storage here
Girls Cross Country - Storage here if needed
Girls Golf - Storage here if needed
Girls Basketball - Storage here
Girls Track

Southeast Corner Locker room in the Gym:

Boys Cross Country - Storage here if needed
Boys Golf - Storage here if needed
Boys Basketball - Storage here
Boys Track
Football

South Wall Storage Area

Boys/Girls Tennis - Storage if needed
Boys/Girls Track - Storage if needed

Track Building

Boys/Girls Track - Storage if needed
Football - Storage if needed

Kiwanis Tennis Courts:

Boys/Girls Tennis - Locker rooms located by pool

Herdman Field:

Football - Storage in Cougar Den

Baseball/Softball Field

Baseball - Storage here and pressbox
- Locker room left of left field
Softball - Storage here and pressbox
- Locker room right of right field

Pleasant Valley Country Club

Boys/Girls Golf - Locker rooms provided

10. Awards

The Morgan County Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for the recognition of the success and accomplishments of our student athletes.

All team and individual athletic awards shall be governed by the following criteria:

A. **Banners:** Every sport offered at Morgan County High School shall have equal opportunity to have a post-season achievement banner hanging from the wall in the school's gymnasium or field. A district championship or higher or a conference championship is required for a sport or individual to have a banner.

B. **Awards & Trophies:** All trophy cases in the cafeteria of the high school shall display all female and male KHSAA district, regional, and state winners and runners-up for all sports.

11. Publicity

The Morgan County Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for publicity for student athletes.

All publicity for athletic events shall be governed by the following criteria:

A. The Morgan County High School cheerleading squad shall be assigned to perform at all home boys and girls basketball games. Cheerleaders will be assigned to participate at away district games for boys and girls basketball as well as other events designated by the Principal or Athletic Director. Cheerleaders will cheer all girls' and boys' post season contests for basketball.

B. The band will be assigned to play at a minimum of three home boys' basketball games and a minimum of three home girls' basketball games.

C. Local media (radio & newspapers) will be contacted and given schedules of all athletic teams and encouraged to give equitable coverage to both male and female sports.

D. All photographs in the winter sports program and yearbook must include team photos of both male and female teams of the same and different sports.

E. All pep rallies will support teams of both genders.

G. Each Morgan County sports team (male and female) shall receive awards at the end of all seasonal sports. A seasonal banquet will be held to celebrate each sport occurring that season (Ex: Fall - Football, Volleyball, Boys/Girls Cross Country, and Boys/Girls Golf, etc.)

13. Support Services

The Morgan County Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for support services for student athletes.

All support services for athletic events shall be governed by the following criteria:

A. The Principal and Athletic Director shall maintain written agreement with the Booster Club that clearly define the role of the Booster Club and its relationship to the school and the school's administration.

B. The Principal and Athletic Director shall inform the Booster Club that their efforts and expenditures can cause the school to be non-Title IX compliant.

C. The Principal and Athletic Director shall insure appropriate administrative oversight of Booster Club activities and insure that there are written procedures for the Athletic Director/Principal/School Board approval for fund raising and expenditures that benefit all athletic teams.

D. The Principal and Athletic Director shall calculate and monitor the amount of money spent by the Booster Club per male athlete as compared with the amount of money spent per female athlete.

E. The Principal and Athletic Director shall meet with the Booster Club at the beginning of each school year to establish accounting, fund raising, expenditure procedures and guidelines and Title IX rules. The Athletic Director shall meet with the Booster Club as needed with concerns or to assist the club in determining their future course.

F. Morgan County High School shall run all booster club monies through the High School Bookkeeper unless otherwise approved by the Principal and the Athletic Director.

14. Gender Equity Review Committee

The Morgan County Department of Athletics shall maintain an equitable policy to provide guidelines and procedures for Gender Equity Review Committee to address services for student athletes.

All gender equity review committee services shall be governed by the following criteria:

A. The Gender Equity Review Committee shall meet at least three times a year (once for fall sports, once for winter sports, and once for spring sports).

B. The Gender Equity Review Committee shall consist of the Superintendent, Principal, Athletic Director/School Title IX Coordinator, District Title IX Coordinator, a coach from a boys sport, a coach from a girls sport, a male student athlete, a female student athlete, and a parent of a student athlete.

C. All Gender Equity Review Committee meeting minutes shall be recorded and kept in the Title IX master file.