

APR 10 2002



**2001-2002 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**  
(To be submitted by April 15, 2002 along with other required forms)

The COV. HOIV CROSS High School, COVINGTON, 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 Title 20, U.S.C. Titles 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, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)**

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

Name	Address	Phone	Title
JODI FAHEY	3617 CHURCH ST	(859) 431-1335	TEACHER
JENNIFER STROGO	" "	" "	TEACHER/COACH
ANNE JULIAN	" "	" "	" "
JOHN WYSENG	" "	" "	" "
ROB KUES	" "	" "	" "
CORY MILLER	" "	" "	" /ATH. DIR.

- Scheduled a minimum of three meetings during the 2001-2002 school year on the following dates:

SEPT. 18 2001      NOV. 14 2001  
MARCH 1 2002

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

<u>CORY MILLER</u>	<u>TEACHER/COACH/AD</u>	<u>3617 CHURCH ST.</u>	<u>(859) 431-1335</u>
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.

[Signature]  
Principal's Signature

3-28      2002  
Date

[Signature]  
Superintendent Signature

[Signature]  
School Board Chairpersons' Signature

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

2001-2002  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART 1

KHSAA  
 Form T1  
 Rev. 07/01

**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	196	45.1%	214	45.3%
Row 2	BOYS	239	54.9%	258	54.7%
Row 3	Totals	435	100%	472	100%

Instructions:

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

- 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 the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first **date of competition**, and cross out the names of those who were cut from the team or quit the team prior to the first 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 the above notation as to how many 8<sup>th</sup> grade students & below are included. 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: U. E. [Signature] Date: 3-28-02









**2001-2002  
BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2  
TO INCLUDE BOOSTER CLUB FUNDING**

Teams	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment)		facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E	B	E	B	E	B	E
G track												
B track												
G tennis												
B tennis												
G volleyball												
B wrestling												
G (list sport) CHEER												
B (football)												
G (list sport)												
B (list sport)												

"B" is for budgeted dollar amounts and "E" is for actual dollar expenditures. Expenditures should include items provided by third parties such as Booster Clubs.

Principal's Signature: Cy EEA Date: 3-28-02

Ⓢ THIS SPRET SELF-FONDS ITSELF, ~~FOR~~ OTHER PROGRAMS DO NOT!



School Name: Cov. Holy Cross  
 School Year: 2001-2002  
 Principal's Signature: \_\_\_\_\_  
 Date: 3/28/02

**2001-2002  
TITLE IX**

**CORRECTIVE ACTION PLAN**

To complete this form, indicate the intended area which needs corrective action, the suggested change and time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2002.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
SCHEDULING Boys/ Girls BASKETBALL CHEERLEADERS AT	Varsity Double Headers Girls - MORE "PRIME TIME" DATES. VARSITY CHEERLEADERS AT	→ ONGOING
- Girls BASKETBALL GAMES UPDATING Girls Locker Room - COSMETIC IMPROVEMENTS	VARSITY GAMES (GIRLS) - STERED, SHOWERS, ETC..	→ 1-2 YRS.
EQUALITY OF SPENDING IN Soccer Programs.	FINE A HAPPY MEDIUM	→ ONGOING
		→ NOW.

- An explanation (status report) is needed for all areas identified previously as items for correction as well as all areas currently identified as items for correction. This form shall be typed.

Principal's Signature: [Signature] Date: 3-28-02

**2001-2002 INTERSCHOLASTIC ATHLETICS SURVEY**

Summary Of Student Responses

School Name: Cov. Holy Cross  
 School Enrollment: 435  
 Date: 3/28/02  
 Completed By: \_\_\_\_\_

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date the Summary Form (T-63) and mail the Summary Form only to the KHSAA by April 15, 2002. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

435 Number of Surveys  
405 Total Returned *27/0*  
9-12 Grades Surveyed

How Was The Survey Administered? Home Room TEACHERS

Fall Sports (List Total Number of Participation Responses)

6 Cross Country (Girls)  
15 Cross Country (Boys)  
2 Field Hockey (Girls)  
61 Football (Boys)  
7 Golf (Girls)  
18 Golf (Boys)  
38 Soccer (Girls)  
37 Soccer (Boys)  
48 Volleyball (Girls)  
14 Volleyball (Boys)

Winter Sport (List Total Number of Participation Responses)

35 Basketball (Girls)  
58 Basketball (Boys)  
17 Gymnastics (Girls)  
7 Indoor Track (Girls)  
5 Indoor Track (Boys)  
18 Swimming & Diving (Girls)  
11 Swimming & Diving (Boys)  
31 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

49 Baseball (Boys)  
21 Fast Pitch Softball (Girls)  
33 Slow Pitch Softball (Girls)  
40 Tennis (Girls)  
35 Tennis (Boys)  
14 Track (Girls)  
22 Track (Boys)

Other Sports (From Student Survey T-61 Question 10)

Name of Sport	Number of Students Interested In Participating
Bowling	22
Boys Softball	18
Lacrosse	17
Boys Volleyball	13
Field Hockey	7

Number of Students who participate in Intramural Sports.  
 (From Student Survey T-61 Question 5)

Sport	Number
BASKETBALL	90

List Intramural Sports students are interested in adding:  
 (From Student Survey T-61 Question 6)

Sport	Number
Volleyball	28
Badminton	17
Bowling	10



# Kentucky High School Athletic Association

June 3, 2003

Mr. Clay Eifert, Principal  
Covington Holy Cross High School  
3617 Church St.  
Covington, KY 41015

Dear Principal Eifert:

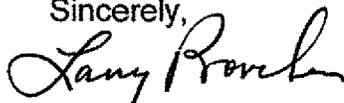
We have reviewed your recent submissions regarding your Title IX Program review and implementations at Covington Holy Cross High School.

We remain concerned about the disparity in coaching stipends between baseball, slow-pitch and fast-pitch softball coaches. Our concerns center around the approach taken in the decision making process as to what these coaches are paid. These are three different competitive sports. While the beginning of the legal practice opportunities are the same, the length of the regular season is different, they each have their own distinct post season, and the coaching techniques are varied and unique to each sport. It can be assumed that, in order to provide an adequate commitment to each sport, each sport would require its own unique and equal demands. In addition, we have expressed, not only in our on-site visit, but in subsequent correspondence that, in order to protect the advancement of your Title IX goals, you should view **each** sport with a comparable commitment. Paying your baseball coach almost twice as much as your softball coaches does not, in our opinion, exemplify comparable commitment.

This letter is to make you aware that we, in our standard reporting requirements, have made our concerns about this issue at Covington Holy Cross High School, known to the Kentucky Department of Education. We have indicated to KDE that we will attempt to work with your school to accomplish an equitable approach to all stipends for comparable boy's and girl's sports. It is our goal that the 2003-04 season for spring sports will reflect equitable coaching compensation for baseball, fast pitch and slow pitch softball and that Covington Holy Cross High School will partner in that effort.

C: Commissioner DeVries  
Athletic Director Miller

Sincerely,



Larry Boucher  
Assistant Commissioner



# Kentucky High School Athletic Association

2280 Executive Drive • Lexington, KY 40505 • (859) 299-5472 • (859) 293-5999 (fax)

April 23, 2003

Dear Borden

I have reviewed your audit report of Gov. Haley Cross High School and concur do not concur with your findings. You have requested the following information be provided to you by this school on the noted dates below:

- May 1, 2003 Information concerning how cheerleaders are selected for boys and girls sports.
- May 1, 2003 Information concerning the number of "prime time" games scheduled for girls basketball teams for the 2002-2003 and 2003-2004 seasons.
- May 1, 2003 Provide information as to how the school will address the obvious salary discrepancies for softball and baseball coaches.
- May 1, 2003 Provide information regarding actual football expenses on the T-39 form.
- May 1, 2003 Several missing Title IX forms from the 1999-2000 report.

Please make note of these deadlines for the submission(s) you have requested and be prepared to follow up on these no later than June 1, 2003. Please inform me when completion of your request has been met.

If I may be of any assistance to you, please give me a call.

Sincerely,

Larry Boucher  
KHSAA Assistant Commissioner

# Kentucky High School Athletic Association

June 3, 2003

Mr. Clay Eifert, Principal  
Covington Holy Cross High School  
3617 Church St.  
Covington, KY 41015

*Will:  
Please file  
this  
10-21-05  
Firth IX*

Dear Principal Eifert:

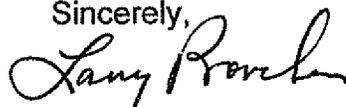
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C: Commissioner DeVries  
Athletic Director Miller

Sincerely,



Larry Boucher  
Assistant Commissioner