



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

The Bath County High School, Owingsville, 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 provide attachment if necessary) *(SEE ATTACHED)*

Name	Address	Phone	Title
<u>Michelle DeHart - Teacher</u>		<u>606-674-6325</u>	<u>645 Chenault Dr., Owingsville</u>
<u>Kathy McDaniel - Teacher</u>		"	"
<u>Tamela Porter - Teacher</u>		"	"
<u>Greg Ramey - Asst. Prin. / Title IX Coord.</u>		"	"
<u>Randy Helton - Teacher</u>		"	"
<u>Robert Adams - Teacher</u>		"	"
<u>Sandy Fugett - Teacher</u>		"	"

Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:

12/7/2000

1/18/2001

3/28/2001

Designated the following person as the Title IX coordinator for the school:

Greg Ramey Asst. Prin. 645 Chenault Dr., Owingsville 674-6325
Name Title Address Phone

School personnel is 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.

Paul J. Ramey
(School Authorized Signature)
George [Signature]
(Superintendent Signature)

Designated Rep.
Position (Principal, Designated Rep)
Dandy Alexander Couch
(School Board Chairperson)

March 23, 20 01
(Date)

TITLE IX / GENDER EQUITY COMMITTEE

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TITLE</u>	<u>PHONE</u>	<u>ADDRESS</u>
ADAMS	ROBERT	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
BAILEY	TIM	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
DEHART	MICHELLE	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
FUGETT	SANDRA	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
HATTON	TWANA	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
HELLTON	RANDY	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
MCDANIEL	KATHY	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
MILLER	HOY	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
PORTER	TAMELA	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
RAMEY	GREG	ASST. PRIN.	674-6325	645 CHENAULT DR., OWINGSVILLE
VINCENT	MATT	TEACHER	674-6325	645 CHENAULT DR., OWINGSVILLE
WRIGHT	ROY	ATH. DIR.	674-6325	645 CHENAULT DR., OWINGSVILLE
CORBIN	DEBBIE	PARENT	674-6384	423 SLATE AVE., OWINGSVILLE
BROMAGEN	ASHLEY	STUDENT	674-6064	170 RIDGE RD., OWINGSVILLE
YOUNG	AMY	STUDENT	674-6070	111 SHERMAN CT., OWINGSVILLE
HOVERMALE	KRIS	STUDENT	674-9248	473 RIDGE RD., OWINGSVILLE
HOPKINS	JUSTIN	STUDENT	453-4535	339 MALIBU DR., OWINGSVILLE

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	241	49.2	140	44.2
BOYS	249	50.8	177	55.8
Totals (2)	490	100%	317	100%

Δ -5.0%
Δ +5.0%

Instructions:

*Number of 8th grade students & below used in Column 4 calculations if applicable: _____

- 1) Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 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. 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 or cheerleaders). 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 they participate in. If applicable, please asterisk the above notation as to how many 8th grade students & below are included.

- 5) Calculate the percentage of female participation (Column 1) based on information from (Column 4).

Calculate the percentage of male participation (Column 1) based on information from (Column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in Column 5 is within 3% of Column 3, then it provides a good target within which compliance is likely.

Signature: *Paul J. Ray* Date: 3/20/2001

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 	7	28	$\frac{64}{140} = 45.7\%$
	j.v.:	3	36	
	frosh:	1		
	other:	0		
	total:	11	4	
BOYS	varsity: 	8	15	$\frac{15}{177} = 8.5\%$
	j.v.:	3		
	frosh:	2		
	other:	0		
	total:	13	1	

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300 (taken from Form T-1, Column 4), then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as Column 4 on Summary Program Chart 1 on Form T-1.

Note: If the percentage of current female participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. CAUTION: 25% is not a formal compliance standard. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature: Paul G. Ramsey Date: 3/20/2001

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

If girls are underrepresented in the interscholastic athletics program, answer the following questions for girls only. If boys are underrepresented in the interscholastic athletics program, answer the following questions for boys only.	GIRLS		BOYS
1. Is there an intramural team offered in a sport not now available in the interscholastic athletics program? (YES or NO)	NO		—
2. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams? (YES or NO)	YES		—
3. For a sport currently offered, is there enough interest to form a viable team for a junior varsity, freshman, or other interscholastic level that is not currently offered? (YES or NO)	NO		—
4. If you answered yes to question one, two, <u>or</u> three, are there enough other high schools in your school's normal competitive region offering the sport and competitive level of sport to constitute enough competition for a reasonable competitive schedule? (YES or NO)	YES		—

Signature: Paul G. Rany Date: 3/20/2001

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

Levels of Competition Test One

Team Levels	GIRLS	BOYS
Total Number of Athletics Participants in All Levels	140	177
1. Number of Varsity Teams Offered	7	8
2. Number of Participants on all Varsity Teams	86	103
3. Percentage of Total Varsity Participants By Sex	61.43%	58.19%
4. Number of Junior Varsity Teams Offered	3	3
5. Number of Participants on all Junior Varsity Teams	48	51
6. Percentage of Total Junior Varsity Participants By Sex	34.29%	28.81%
7. Number of Freshman Teams Offered	1	2
8. Numbers of Participants on all Freshman Teams	6	23
9. Percentage of Total Freshman Participants By Sex	4.29%	12.99%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 4, 7)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 5, 8)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)
Example: Take the total number of female participants from the Summary Program Chart 1 (Form T-1) and divide it into the number of total participants for each varsity, junior varsity and freshman level. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: Paul D. Ramey Date: 3/20/01

2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
BENEFITS			
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			✓
Athletic Scholarships**			✓
Tutoring**			✓
Housing and Dining Facilities and Services**			✓
Recruitment of Student Athletes**			✓

** Athletic scholarships, tutoring specifically for athletes, housing and dining facilities and services, and recruitment of student athletes are usually not relevant at the high school level.

Signature: Paul J. Ray Date: 3/20/2001

School Year: 2000-2001
 Signature: Paully Remy
 Date: 3/20/2001

TITLE IX
 CORRECTIVE ACTION PLAN

To utilize this form indicate the intended area which needs corrective action and the suggested change 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, 2001.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
<p>① Participation opportunities that three. (decreasing female participation by increasing opportunities).</p>	<p>② Initiate girls volleyball program</p>	<p>③ Fall season 2002</p>

INTERSCHOLASTIC ATHLETICS SURVEY
Summary Of Student Responses

Instructions:

1. Summarize the Student Athletics Interest Surveys 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, 2001. Do not mail the original.

Date: 3/20/2001
Completed By: Paul J. Ramey

Fall Sports (List Total Number of Participation Responses)

92 Football
51 Girls' Volleyball
14 Boys' Volleyball
11 Boys' Cross-Country
18 Girls' Cross-Country
13 Girls' Field Hockey
28 Boys' Golf
11 Girls' Golf
27 Boys' Soccer
51 Girls' Soccer

Winter Sport (List Total Number of Responses)

82 Boys' Basketball
47 Girls' Basketball
11 Boys' Swimming & Diving
41 Girls' Swimming & Diving
43 Boys' Wrestling
32 Girls' Gymnastics
TOTAL 24 Boys' Indoor Track
 Girls' Indoor Track

Spring Sport (List Total Number of Responses)

22 Boys' Track
34 Girls' Track
23 Girls' Tennis
11 Boys' Tennis
27 Girls' Slow Pitch Softball
31 Girls' Fast Pitch Softball
73 Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
Boxing	5
Lacrosse	6
Wrestling	4
Swimming	6
Volleyball	4
Girls Football	4
Bowling	2
Hockey	1

Number of Students who participate in Intramural Sports. (From Survey Question 5)

Sport	Number
Baseball	2
Basketball	12
Soccer	2

List Intramural Sports students are interested in adding: (From Survey Question 6)

Sport	Number
Basketball	7
Football	7
Baseball	5
Volleyball	4
Boxing	4
Wrestling	5

Participation in Non-School Sports Activities (From Survey Question 7)

Sport	Number
Spring Soccer	4
Basketball	5
Baseball	4
Motocross	4
Clogging	2
Hunt/Fish	2

Reasons for not participating in interscholastic athletics. (From Survey Question 8)

Response	Number
<u>8</u> I prefer other activities such as band, chorus, etc.	
<u>44</u> I don't have time	
<u>12</u> The practice schedules and game times are inconvenient	
<u>13</u> The sport I like isn't offered	
<u>8</u> It's too expensive	
<u>7</u> I prefer to participate in club or intramural sports	
<u>28</u> Working	
<u>24</u> Other	

Student Suggestions to encourage participation

Increase school spirit

Provide better facilities & equipment

Provide more support & recognition

Paul G. Ramsey
Signature

3/20/2001
Date

Kentucky High School Athletic Association

MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner
Brigid L. DeVries, Executive Assistant Commissioner

Date: January 25, 2001

Subject: KHSAA Title IX Final Audit Report
2000-2001 School Year

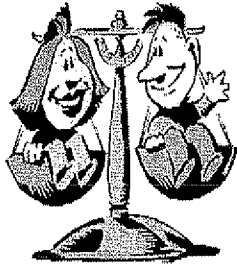


Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2000-2001 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be proposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 1999-2000 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: Bath County High School

Reviewed By: Gary W. Lawson

Date Of Visit: January 8, 2001

Telephone Number of Reviewer: 502-875-3817

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Thru T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One Or More)

	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

Comment:
According to calculations provided, the school has expanded opportunities by 39% over the past five years.

8. If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

8th, 9th, 10th & 11th graders
were surveyed march of 2001.

Comment:

3. Has the school provided opportunities for students to develop their interests and abilities of interest?

ests

Yes No



Comment:
According to information provided, the school surveyed only a small segment of its population. The school needs to expand the survey and provide additional information within the April 15, 2001 submission forms.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school has been instructed regarding the manner in which proper calculations should be performed. The school is requested to submit a more comprehensive survey on April 15, 2001.
Equipment and Supplies		X	There does appear to be a deficiency in the area of softball uniforms. School officials are in the process of correcting this and making documentation available to the KHSAA.
Scheduling of Games and Practice Time	<p style="text-align: center;">↑</p> <p style="text-align: center;">A picture of our new softball uniforms is included with this document.</p>		
Travel and Per Diem Allowances			
Coaching			
Locker Rooms, Practice and Competitive Facilities			
Medical and Training Facilities and Services	X		emphasized. Also, some dressing and restroom facilities should be maintained at the softball field. The need for a written and posted weight training schedule has been indicated. Although there does not seem to be a difference in this area, the school is moving toward the provision of more widespread medical services for all sports.
Publicity	X		There is a need for an approved, written policy relating to requirements that should be met for individuals and/or team banners to be posted in the gymnasium.
Support Services	X		Booster club financial reporting and support was discussed. The school is moving toward more detailed reporting by all booster clubs.

Athletic Scholarships**	N/A		
Tutoring**	X		
Housing and Dining Facilities and Services **	N/A		
Recruitment of Student Athletes**	N/A		

5. Brief Summary/Analysis of The Corrective Action Plan (T-60)

Two basic areas are addressed in The Corrective Action Plan:

- In corrective action plan*
- ✓ 1.) Increasing female participation at all levels by increasing opportunities.
 - ✓ 2.) The development of a volleyball program.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

• picture supplied

- 1.) School personnel need to address the disparity in uniforms between the baseball and softball teams.
- 2.) School personnel need to address the indicated interest in the formation of a volleyball program at the school.

• see corrective action plan

7. Facility Recommendations or Concerns

• this concern referred to school superintendent.

- 1.) School personnel need to address the need for more storage area for all sports.
- 2.) School personnel need to address the upgrading of several outdoor facilities, particularly the tennis courts.

8. KHSAA Recommended Action

- Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension From the Association
- Prohibition From Post Season Play
- Probation For
- Fine In The Amount of _____

None At This Time

School shall submit the following additional information:

Included in this document.
(Selection of Cheerleaders) On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

Included in this document.
(Prime Time Contest/Girls' Basketball) On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2000/2001 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

Picture included in this document.
(Equipment and Supplies) On or before April 15, 2001 the school is to provide information showing that the girls' softball uniforms have been upgraded at least to the level of the current baseball uniforms.

9. **PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

High School Title IX Coordinator: Greg Ramey- Assistant Principal

District Level Title IX Coordinator: Greg Ramey- Assistant Principal

Name	Address	Telephone
Larry Boucher	KHSAA	859-299-5472
Gary W. Lawson	KHSAA	502-875-3817
Ray C. Wright	Bath County HS	606-674-9524
Greg Ramey	Bath County HS	606-674-6325
Michelle DeHart	Bath County HS	606-674-6325
Terry W. Stewart	Bath county HS	606-674-6325
Phyllis Catlett	KHSAA	859-299-5472

10. **Comments:** The same people were in attendance at the public comment session.

At this time Bath Co has only one cheerleading squad which cheers for both the boys and girls teams.

Bath Co. High School is in the process of scheduling prime time games (Friday or Saturday nights) for the next season 2001-2002. The girls will be playing 3-4 games on Fridays or Saturdays. Also there will be around 5-6 boy girl double headers for next season.

Ramey, Greg

From: Ramey, Greg
Sent: Wednesday, March 21, 2001 8:58 AM
To: 'psallee@khsaa.org'
Cc: Ramey, Greg; Wright, Roy
Subject: BATH COUNTY HIGH SCHOOL NEW SOFTBALL UNIFORMS

DEAR MS. SALLEE,

ATTACHED ARE DIGITAL PHOTOS OF OUR NEW GIRLS SOFTBALL UNIFORMS. THESE PHOTOS WERE REQUESTED BY THE KHSAA AS A RESULT OF OUR TITLE IX AUDIT ON JANUARY 8, 2001. THANK YOU.

SINCERELY,

GREG RAMEY
ASSISTANT PRINCIPAL
BATH COUNTY HIGH SCHOOL
OWINGSVILLE, KY. 40360
606-674-6325



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SOFTBALL

