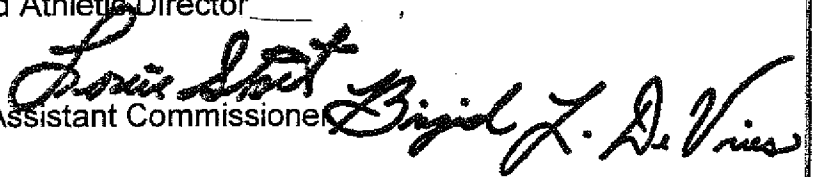


# Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director \_\_\_\_\_

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



Date: June 5, 2001

Subject: Review of 2000-2001 Title IX Forms

Enclosed please find a copy of a review of the 2000-2001 Title IX Forms, submitted by your school. A copy of this information must be included in your permanent Title IX file at your school. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2000-2001 Title IX forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable.

Remember your permanent Title IX file at the school must be kept current with information pertaining to your athletics program. Copies of all KHSAA required documents should be part of this file and are subject to Open Records requests.

Should you need any further information, please do not hesitate to call anytime.

Memo

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

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

Date: May 21, 2001

RE: 2001 Title IX Forms Submission

School MERCER COUNTY Reviewed By MARTHA MULLINS

The following is a status report regarding the required 2000 - 2001 Title IX submission of forms due in to the KHSAA office by April 15, 2001. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

I. Checklist of Forms properly submitted in a satisfactory manner:

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

II. Status

- A.  2000 - 2001 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 and corrected copies are being returned to you for placement in your Title IX file to ensure proper submission in the future.

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- C.  The following forms were omitted and must be submitted by school representatives.

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- D.  Other Recommendation and Comments:

*The school should be commended for following through on compliance issues revealed during the audit in a prompt time frame and with administrative efficiency & support.*

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# Mercer County High School

937 Moberly Road, Harrodsburg, Kentucky 40330, Phone: (859) 734-4364, Ex. 4415 Fax: (859) 734-6364

April 5, 2001

APR 11 2001

Kentucky High School Athletic Association  
ATTN: Mr. Louis Stout, Commissioner  
2280 Executive Drive  
Lexington, KY 40505

Dear Mr. Stout,

In our Title IX Final Audit Report for the 2000-2001 School year we were asked to address two items as of April 15, 2001, in addition to the Title IX Report. The two items of selection of cheerleaders and prime time contests of girls' basketball are addressed below.

For the past three years we have had only one cheerleading squad for our school. The number on this squad has ranged from 16 to 18 cheerleaders. The cheerleaders must be in grades 9-12 and are selected in the previous spring based on all aspects of cheerleading ability. These cheerleaders cheer at all football games, all home boys' basketball games, all home girls' basketball games, and all basketball district and regional tournament games for both the boys and girls teams. If one basketball team has more home games than the other then the cheerleading squad will cheer at some away games to equal the home games of the other team. Having only one cheerleading squad has worked very well for us and we plan to continue these same procedures and guidelines in the future.

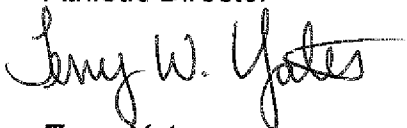
For the 2001-2002 school year the boys' basketball team will have 11 games on Friday/Saturday nights and the girls' basketball team will have 11 games on Friday/Saturday nights. We will have 4 Friday/Saturday nights of home double-header games. One of these double-headers will be used for senior recognition, one used for homecoming, and one used as the season opener for both teams. Two of these double-header games will be played in the high school gym where the boys play most of their home games and two will be played in the elementary gym where the girls play most of their home games. The girls will play the first game of the double-header in the high school gym and the boys will play the first game in the elementary school gym. We will continue to see that these prime time games are equal between the boys' and girls' basketball teams.

If we can be of any further assistance, please do not hesitate to contact us.

Sincerely,



Allen Shewmaker  
Athletic Director



Terry Yates  
Principal



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

The Mercer County High School, Harrodsburg, 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)

Name	Address	Phone	Title
Debbie Coatney	565 Rose Lane, Harrodsburg, Ky.	859-734-6256	Assistant Girls Basketball Coach
Brian Inman	555 Moore's Lane, Harrodsburg	859-734-9592	Student
Courtney Watts	4169 Lexington Road, Harrodsburg	859-734-9993	Student
Duane Hammons	424 Pope Ave., Harrodsburg	859-734-6931	Head Football Coach
Terry Yates	209 Cottonwood Dr., Harrodsburg	859-734-7953	Principal
Emma Jean Tamme	961 Moberly Rd., Harrodsburg	859-734-4364	Title IX Coordinator
Bruce Johnson	961 Moberly Rd., Harrodsburg	859-734-4364	Superintendent
Jimmy Demaree	961 Moberly Rd., Harrodsburg	859-734-4364	School Board Member
Allen Shewmaker	801 East Lexington Rd., Harrodsburg	859-734-6882	Athletic Director

Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:  
September 5, 2000; December 8, 2000; January 24, 2001; April 2, 2001

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

Allen Shewmaker Athletic Director 937 Moberly Road, Harrodsburg, Ky. 859-734-4364  
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.

Terry W. Yates  
(School Authorized Signature)

Principal  
Position (Principal, Designated Rep)

4/3, 20 01  
(Date)

Bruce O. Johnson  
(Superintendent Signature)

Glynda Short  
(School Board Chairperson)

**ACCOMMODATION OF INTERESTS AND ABILITIES**

**SUMMARY PROGRAM CHART 1**

**Participation Opportunities Test One**

<b>Program</b>	<b>Enrollment (1)</b>	<b>Percentage of Total Enrollment (3)</b>	<b>Number of Interscholastic Participants (double and triple count) (4)</b>	<b>Percent of Total Participation (5)</b>
<b>GIRLS</b>	308	46.39%	184	47.18%
<b>BOYS</b>	356	53.61%	206	52.82%
<b>Totals (2)</b>	664	<b>100%</b>	390	100%

NOTE: Our first track meet for boys and girls is 4-17-01, those practicing for both teams are included in the totals.  
Instructions:

- 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.
- 5) Calculate the percentage of female participation (column 1) based on information from (column 4).  
  
Calculate the percentage of male enrollment (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: Allen Sheemaker Date: 4-5-01

**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	1	5	2.7%
	j.v.: 2	0	0	0
	frosh: 1	0	0	0
	other: 0	0	0	0
	total: 10	1	5	2.7%
BOYS	varsity: 8	0	0	0
	j.v.: 3	0	0	0
	frosh: 1	0	0	0
	other: 0	0	0	0
	total: 12	0	0	0

- 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 item 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: Allen Sheemaker Date: 4-5-01

**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		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)	NO		NO
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		NO
4. If you answered yes to question one, two, or 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)	N/A		N/A

Signature: Allen Sheemaker Date: 4-5-01

**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 4**

**Levels of Competition Test One**

Team Levels		
Total Number of Athletics Participants in All Levels	GIRLS	BOYS
1. Number of Varsity Teams Offered	7	8
2. Number of Participants on all Varsity Teams	135	140
3. Percentage of Total Varsity Participants By Sex	73.4%	68.0%
4. Total Number of Male Participants At All Levels	Female 184	Male 206
5. Number of Junior Varsity Teams Offered	2	3
6. Number of Participants on all Junior Varsity Teams	34	53
7. Percentage of Total Junior Varsity Participants By Sex	18.5%	25.7%
8. Number of Freshman Teams Offered	1	1
9. Numbers of Participants on all Freshman Teams	15	13
10. Percentage of Total Freshman Participants By Sex	8.1%	6.3%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 5, 8)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 6, 9)
- 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 level, varsity, junior varsity and freshman levels. 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: Allen Sheemaker Date: 4-5-01



## 2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

### Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Opportunities			X
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships**			N/A
Tutoring**			N/A
Housing and Dining Facilities and Services**			N/A
Recruitment of Student Athletes**			N/A

\*\* 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: Allen Sheemaker Date: 4-5-01

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-64) and mail the Summary Form only to the KHSAA by April 15, 2001. Do not mail the original.

Date: Surveyed on February 21, 2001  
Completed By: Grades 8, 9, 10, 11

Fall Sports (List Total Number of Participation Responses)

<u>1129</u>	Football
<u>141</u>	Girls' Volleyball
<u>17</u>	Boys' Volleyball
<u>18</u>	Boys' Cross-Country
<u>32</u>	Girls' Cross-Country
<u>19</u>	Girls' Field Hockey
<u>20</u>	Boys' Golf
<u>11</u>	Girls' Golf
<u>23</u>	Boys' Soccer
<u>41</u>	Girls' Soccer

Winter Sport (List Total Number of Responses)

<u>100</u>	Boys' Basketball
<u>53</u>	Girls' Basketball
<u>21</u>	Boys' Swimming & Diving
<u>102</u>	Girls' Swimming & Diving
<u>68</u>	Boys' Wrestling
<u>46</u>	Girls' Gymnastics
<u>19</u>	Boys' Indoor Track
<u>31</u>	Girls' Indoor Track

Spring Sport (List Total Number of Responses)

<u>49</u>	Boys' Track
<u>64</u>	Girls' Track
<u>50</u>	Girls' Tennis
<u>9</u>	Boys' Tennis
<u>49</u>	Girls' Slow Pitch Softball
<u>50</u>	Girls' Fast Pitch Softball
<u>68</u>	Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
Softball	1
Soccer	1
Basketball	1
Swimming	3
Gymnastics	1

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

<u>Sport</u>	<u>Number</u>
Football	13
Flag Football	3
Soccer	3
Baseball	7
Basketball	34
Cheerleading	1
SEE ATTACHED	

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

<u>Sport</u>	<u>Number</u>
Swimming/Diving	32
Mat Ball	2
Wrestling	18
Dodge Ball	2
Ping-Pong	4
Tennis	3
SEE ATTACHED	

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

<u>Sport</u>	<u>Number</u>
Baseball	11
Gymnastics	2
Track	2
Basketball	26
Pro Wrestling	2
Boxing	1

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

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

<u>Sport</u>	<u>Number</u>
Tennis	4
Track	3
Swimming	1
Softball	7
_____	_____
_____	_____

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

<u>Sport</u>	<u>Number</u>
Softball	3
Baseball	4
Basketball	26
Boxing	11
Weightlifting	3
Football	15
Rugby	9 (SEE ATTACHED FOR MORE)

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

<u>Sport</u>	<u>Number</u>
Tennis	2
Select Soccer	6
Golf	1
Football	5
Swimming	5
Softball	8
SEE ATTACHED	

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

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

<u>Sport</u>	<u>Number</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

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

<u>Sport</u>	<u>Number</u>
Volleyball	28
Golf	1
Girls Football	1
Gymnastics	3
Hockey	4
Martial Arts	1
Soccer	4

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

<u>Sport</u>	<u>Number</u>
All-Star Cheerleading	3
Weightlifting	3
Line Dancing	1
Marial Arts	2
Volleyball	4
_____	_____
_____	_____

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

Response	Number
<u>41</u> I prefer other activities such as band, chorus, etc.	
<u>102</u> I don't have time	
<u>28</u> The practice schedules and game times are inconvenient	
<u>54</u> The sport I like isn't offered	
<u>14</u> It's too expensive	
<u>14</u> I prefer to participate in club or intramural sports	
<u>91</u> Working	
<u>26</u> Other	

Student Suggestions to encourage participation

- More ideas or varieties needed
- Get people to see if they enjoy it.
- Make it fun
- Better attitudes toward people

Allen Sheumaker  
Signature

4-5-01  
Date

School Year: 2000-2001

Signature: Allen Shumaker

Date: 4-5-01

**TITLE IX  
CORRECTIVE ACTION PLAN – MERCER COUNTY HIGH SCHOOL**

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
There is interest in girls' volleyball.	Add girls' volleyball.	During the 2000-01 school year a head coach was hired to get ready for the 2001-02 season. Budget the money for head coach and assistant salaries as well as equipment for the 2001-02 school year. Add a JV and varsity girls' volleyball team for the 2001-02 season.
Girls' basketball games need to be played during prime time.	An equal number of girls and boys basketball games will be played on Friday and Saturday nights.	When the basketball games are scheduled for the 2001-02 season, the same number of games played on Friday and Saturday nights be equal between the boys and girls teams. The senior night recognition and basketball homecoming activities will be double-header games for the 2001-02 season.
Salaries for girls' coaches are not proportional to salaries for boys' coaches.	Add additional girls coaches in volleyball and cross-country.	For the 2001-02 season, a volleyball head coach, a volleyball assistant, and a head girls' cross-country coach will be hired. The boys and girls' cross-country team has been combined in the past. This may also increase the participation in the cross-country team.
The softball field located on the school grounds is not adequate for play.	A softball field will be built.	When the funds are available, a softball field will be built on the school grounds. Until that time the softball team will play at Anderson-Dean Park which is located about 2 miles from the high school.
The number of girls' varsity teams with a permanent locker does not equal the number of boys' varsity teams with a permanent locker.	An additional girls locker room will be assigned to the volleyball team.	During the 2001-02 season, a locker room will be assigned to the girls' volleyball team. There will be 2 girls' varsity teams with permanent locker rooms and 2 boys' varsity teams with permanent locker rooms.
Weight room schedule is not posted.	The weight room schedule will be posted.	During the summer of 2001, the weight room will have a schedule of teams that are using it during the summer months; this will be updated at the start of each school year.
There is not adequate storage for uniforms.	Additional storage for uniforms will be developed.	Prior to the end of the 2000-01 season, one of the storage bins will have adequate places to secure uniforms. There will be places to store uniforms and small equipment.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
<p>The booster clubs do not report adequate information to the school.</p>	<p>The booster clubs will be required to submit quarterly financial reports to the principal &amp; athletic director.</p>	<p>Prior to the end of the 2000-01 season, the principal will receive annual financial statements, which will include all funds raised and expenditures disbursed. An administrative person will attend all booster meetings. During the 2001-02 season, booster clubs will be required to submit quarterly reports and have all expenditures and fund raisers approved by the principal.</p>
<p>The facilities of the boys' programs and the girls' are not balanced.</p>	<p>The benefits given to the boys' teams will also be given to the girls' teams.</p>	<p>Prior to the start or during the 2001-2002 school year: The boys' basketball team will play some games at the elementary school gym and the girls' basketball team will play some games at the high school gym. The laundry service will be improved at the elementary school gymnasium. Dressing rooms will be assigned for all teams during their season. Equal number of boys' teams and girls' teams will be provided footwear and practice gear.</p>