

Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director

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

Date: April 15, 2002

Brigid L. DeVries

Subject: Review of 2001-2002 Title IX Forms

School: Brown High School

The KHSAA Audit Staff has received your submission of the 2001-2002 KHSAA required Title IX forms.

The information will be reviewed by appropriate Title IX Audit Staff and you will be notified if any additional information is necessary.

Remember your permanent Title IX file at the school must be kept current with information pertaining to your athletics program. Copies of the 2001-2002 KHSAA required documents must be kept as part of this file and are subject to Open Records Requests.

If we could be of further assistance, please do not hesitate to call anytime.



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 J. G. BROWN High School, Louisville, 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
MARCIA MORTON	2524 Standard Ave.	(502) 778-0836	Athletic Director
George Walker	4211 Dolphin Road	(502) 451-0459	Girls Basketball
Lauri Wade	1805 Roswood Ave	(502) 458-5668	Middle School Volleyball
Faryl Edelen	406 Timberlake Trail	(502) 245-6143	High School Counselor
Tamarcus Hargrave	2000 Confederate Pl	(603) 635-6074	Boys Basketball

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

February 11, 2002
April
JUNE

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

<u>Marcia J. Morton</u>	<u>Athletic Director</u>	<u>2524 Standard Ave</u>	<u>(502) 778-0836</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.

Ron Freeman
Principal's Signature
Stephen Daubner
Superintendent Signature

3-4-2002
Date
Carol Ann Haddad
School Board Chairpersons' Signature

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

10. Comments

a) Title IX Report

- I. The school personnel had a few problems with the calculations on the reports for both years. These have been clarified and corrected since the original report was submitted.

b) General Athletic Policies

While the following areas do not represent specific past documented problems, it is worthy to note that they should be addressed in written athletic policies to ensure that future decision makers are as concerned with equity as the current staff.

- I. School personnel benefit greatly from its requirement for a single booster organization. This should be documented in writing and placed in the permanent Title IX File.
- II. Practice plans and facility rotation plans should be formalized, particularly with the new outdoor facilities, to enable all coaches to make informed decisions. Existing plans for winter sports (i.e. posted calendars) could be used as a model for these discussions.
- III. A planned equipment replacement policy for both game and practice equipment should be adopted so that boys equipment is not always replaced first. This will ensure that all teams remain at a consistent level of quality for apparel for practice and competition.
- IV. A policy should be developed to determine which banners and trophies will be displayed in prominent areas so that all boys' and girls' teams, will have equal treatment and a pre-determined opportunity for exposure.

c) General

This is a school that has benefited greatly from outstanding leadership and direction as it has grown from its development into the outstanding school to its current status today. Administrators (both athletic and academic), coaches, parents, boosters and athletes can be proud of a program that attempts to treat all of its students equally, and which is committed to maintaining that balance in the future.

2001-2002
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

KHSAA
Form T2
Rev. 07/01

Participation Opportunities Test Two

		Column 1	Column 2	Column 3	Column 4	Column 5
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added in Last Five Years	Number of Participants Added in Last Five Years	Percent of Total Participation By Sex Added in Last 5 Years
GIRLS	Row 1	varsity: 7	39	3	7	18%
	Row 2	j.v.: 1	10	0	0	0
	Row 3	frosh: 0	0	0	0	0
	Row 4	total: 8	49	3	7	18%
BOYS	Row 5	varsity: 5	30	2	11	3.7%
	Row 6	j.v.: 1	12	0	0	0
	Row 7	frosh: 0	0	0	0	0
	Row 8	total: 6	42	2	11	3.7%

- 1) List the number of interscholastic teams offered for girls and boys at each competitive level (for example, varsity, junior varsity, and freshman levels). Total each of the entries in Column 1 into Row 4, Column 1 and Row 8, Column 1.
- 2) List the number of interscholastic teams that have been added in the last five years at each competitive level. Total each of the entries in Column 3 into Row 4, Column 3 and Row 8, Column 3.
- 3) List the number of participants that are currently on each level of the teams that were added in the last five years. Total each of the entries in Column 2 into Row 4, Column 2 for girls and Row 8, Column 2 for boys. If a team was added previously but no longer exists, there are no current participants to be added for that team.
- 4) List the number of participants added in the last 5 years. Total each of the entries made in Column 4 into Row 4, Column 4 for girls and Row 8, Column 4 for boys.
- 5) Calculate the percentage of participants that have been added in the last five years (Column 4 divided by Column 2 on each line). 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 96 (taken from Form T-1, Row 1, Column 3), then 65.6% of the current opportunities (63 of 96) have been added in the last five years. Perform similar calculations for male participants.

Note: If the percentage of current 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.

Principal's Signature: Row Freeman Date: 4-8-02

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	104	61.9%	47	54%
Row 2	BOYS	70	38.1%	40	45.1%
Row 3	Totals	184	100%	87	100%

Instructions:

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

- 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 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 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 the above notation as to how many 8th 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.
- 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: Bob Freeman Date: 4-8-02

2001-2002
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

For any question answered "YES" identify the respective sport(s).

	GIRLS (Yes / No)		BOYS (Yes / No)
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 <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team with the interscholastic survey.	NO		NO
4. For a sport currently offered, is there interest to form a viable team for a junior varsity, freshman, or other intramural level that is not currently offered? (YES or NO)	NO		NO
5. If you answered YES to question (1), (2), (3) or (4), are there enough high schools in your geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition. (YES or NO)			

Principal's Signature: Rob Freeman Date: 4-8-02

2001-2002
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

KHSAA
 Form T4
 Rev. 07/01

Levels of Competition Test One

		(Column 1)	(Column 2)
	Team Levels	GIRLS	BOYS
Row 1	Total Number of Athletics Participants in All Levels	47	40
Row 2	Number of Varsity Teams Offered	6	4
Row 3	Number of Participants on all Varsity Teams	38	29
Row 4	Percentage of Total Varsity Participants By Sex	80%	72%
Row 5	Number of Junior Varsity Teams Offered	1	1
Row 6	Number of Participants on all Junior Varsity Teams	10	12
Row 7	Percentage of Total Junior Varsity Participants By Sex	21%	30%
Row 8	Number of Freshman Teams Offered	0	0
Row 9	Numbers of Participants on all Freshman Teams	0	0
Row 10	Percentage of Total Freshman Participants By Sex	0	0

- 1) Copy the number entered on Form T1, Row 1, Column 3 and place on Row 1, column 1 of this form.
- 2) Copy the number entered on Form T1, Row 2, Column 3 and place on Row 1, column 2 of this form.
- 3) List the number of teams at the varsity, junior varsity, and freshman levels for boys and girls (Rows #2,5,8) and place in the proper boxes in columns 1 and 2.
- 4) List the number of teams at the varsity, junior varsity, and freshman levels for boys and girls (Rows #3,6,9) and place in the proper boxes in columns 1 and 2.
- 5) Calculate the percentage of female and male participants at each level. (Rows #4,7,10)
 - Divide Row 3, Column 1 by Row 1, Column 1, and place the percentage in Row 4, Column 1.
 - Divide Row 3, Column 2 by Row 1, Column 2, and place the percentage in Row 4, Column 2.
 - Divide Row 6, Column 1 by Row 1, Column 1, and place the percentage in Row 7, Column 1.
 - Divide Row 6, Column 2 by Row 1, Column 2, and place the percentage in Row 7, Column 2.
 - Divide Row 9, Column 1 by Row 1, Column 1, and place the percentage in Row 10, Column 1.
 - Divide Row 9, Column 2 by Row 1, Column 2, and place the percentage in Row 10, Column 2.

Principal's Signature: Tom Freeman Date: 4-8-02

2001-2002

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

	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 basketball	\$1,000.00	\$1,000.00			\$70.00	\$70.00		ALL SALARIES	-	-	-	-
B basketball	\$1,000.00	\$1,000.00			\$70.00	\$70.00		ARE BOARD	-	-	-	-
G softball								PAID BOARD				
B baseball								SCALE; SEE				
G cross country	\$500.00	\$500.00			\$70.00	\$70.00		ATTACHMENT	-	-	-	-
B cross country	\$500.00	\$500.00										
G golf												
B golf												
G soccer	\$500.00	\$500.00			\$70.00	\$70.00		↓	↓	-	-	-
B soccer	\$500.00	\$500.00			\$70.00	\$70.00		↓	↓	-	-	-
G swimming	\$500.00	\$200.00			\$70.00	\$14.00		↓	↓	-	-	-
B swimming												

"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: Tom Freeman Date: 4-8-02

**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	\$1,000.00	\$1,000.00			\$72.00	\$72.00	ALL SALARIES	-	-	-	-	-
B track							ARE BOARD					
G tennis	\$200.00	\$200.00			\$72.00	\$14.00	PAID & BONED	-	-	-	-	-
B tennis	\$200.00	\$200.00			\$70.00	\$14.00	SCALE, SEE	-	-	-	-	-
G volleyball	\$1,000.00	\$1,000.00					ATTACHMENT					
B wrestling												
G (list sport)												
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: Tom Freeman Date: 4-8-02

EXTRA SERVICE PAY SCHEDULE 2001-02

ATHLETIC AND RELATED ACTIVITIES IN SENIOR HIGH SCHOOLS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	3665	4238	4810	5383	5956
Head Football	3054	3532	4009	4486	4963
Head Basketball (1)	3054	3532	4009	4486	4963
Asst. Football	1832	2119	2405	2692	2978
JV Basketball (1)	1832	2119	2405	2692	2978
Track (1)	1832	2119	2405	2692	2978
Baseball	1832	2119	2405	2692	2978
Softball	1832	2119	2405	2692	2978
Wrestling	1832	2119	2405	2692	2978
Volleyball	1832	2119	2405	2692	2978
Cheerleaders	1832	2119	2405	2692	2978
JROTC Rifle Team	1832	2119	2405	2692	2978
Sch Tech Coordinator	1832	2119	2405	2692	2978
Drill Corps	1527	1769	2004	2243	2481
Cross Country (1)	1527	1769	2004	2243	2481
Field Hockey	1527	1769	2004	2243	2481
Soccer (1)	1527	1769	2004	2243	2481
Tennis (1)	1527	1769	2004	2243	2481
JV Volleyball	1222	1413	1603	1794	1985
Golf (1)	1222	1413	1603	1794	1985
Swimming	1222	1413	1603	1794	1985
Chess Sponsor	1222	1413	1603	1794	1985
JROTC Drill Team	1222	1413	1603	1794	1985
Asst. Wrestling	26	1222	1413	1603	1794
Asst. Field Hockey	JV SCH	1222	1413	1603	1794
Asst. Track (1)	32	916	1059	1202	1346
Asst. Soccer (1)	JV SCH	916	1059	1202	1346
Freshman Basketball (1)		916	1059	1202	1346
Freshman Football		916	1059	1202	1346

ASSISTANT ATHLETIC DIRECTOR'S (GAME MANAGERS)

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Assistant Athletic Director	1700	2000	2300	2600	3000

Schools will be required to pay the listed Board approved scale. However, step progression is not mandatory.

SCHOOL FUNDED SPORT/SUPPORT POSITIONS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
SCHOOL FUNDED SPORT/SUPPORT	200	500	800	1100	1400

Schools will be required to pay the listed Board approved scale. However, step progression is not mandatory.

2001-2002 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 07/01

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO (Respond based on Internal Evaluation by checking the appropriate column.)		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
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			✓

Principal's Signature: *Row Freeman* Date: 4-8-02

School Name: J. G. Brown 2001-2002
 School Year: 2001-2002 TITLE IX
 Principal's Signature: Ron Freeman CORRECTIVE ACTION PLAN
 Date: 4-8-02

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
NONE AT THIS TIME		

- 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: Ron Freeman Date: 4-8-02

2001-2002 INTERSCHOLASTIC ATHLETICS SURVEY

Summary Of Student Responses

School Name: J. G. Brown
School Enrollment: 600
Date: March 14 2002
Completed By: Marcia MORTON

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.

184 Number of Surveys
76 Total Returned
9-12 Grades Surveyed

How Was The Survey Administered? First Period Teachers

Fall Sports (List Total Number of Participation Responses)

2 Cross Country (Girls)
1 Cross Country (Boys)
5 Field Hockey (Girls)
5 Football (Boys)
0 Golf (Girls)
0 Golf (Boys)
8 Soccer (Girls)
2 Soccer (Boys)
3 Volleyball (Girls)
10 Volleyball (Boys)

Winter Sport (List Total Number of Participation Responses)

0 Basketball (Girls)
8 Basketball (Boys)
0 Gymnastics (Girls)
1 Indoor Track (Girls)
2 Indoor Track (Boys)
3 Swimming & Diving (Girls)
3 Swimming & Diving (Boys)
10 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

5 Baseball (Boys)
10 Fast Pitch Softball (Girls)
2 Slow Pitch Softball (Girls)
0 Tennis (Girls)
1 Tennis (Boys)
10 Track (Girls)
8 Track (Boys)

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

Name of Sport	Number of Students Interested In Participating
Step (Dance)	1
Ice Hockey	3
Powder Puff	4
Boys Volleyball	10

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

Sport	Number
Soccer	15
Basketball	8
Volleyball	10

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

Sport	Number
Boys Volleyball	10
Wrestling	5

Participation in Non-School Sports Activities
(From Student Survey T-61 Question 7)

Sport	Number
Basketball	10
Swimming	3
Soccer	6
Rugby	5
Fencing	2

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

Response	Number
20 I prefer other activities such as band, chorus, etc.	
10 I don't have time	
4 The practice schedules and game times are inconvenient	
5 The sport I like isn't offered	
0 It's too expensive	
6 I prefer to participate in club or intramural sports	
8 Working	
0 Other	
4 Do not like sports	

Student Suggestions to encourage participation

A wider variety of sports so people can choose what they like.
 Let Teams advertise more.
 let people know more about each sport. To find which sport suits them best.
 Have more convenient practice times
 More sports
 Not be so competitive

Ron Freeman
Principal's Signature

4-8-02
Date