



Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 ° www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

MEMORANDUM

To: Superintendent, Principal, and Athletic Director
Russell High School

From: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner

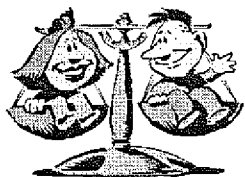
Date: May 7, 2007

Subject: 2006-2007 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the 2006-2007 KHSAA Title IX Annual Report Submission Status Report. 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 Team Members may have requested resubmission of some of the 2006-2007 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies and 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.

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



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2006-2007**

KHSAA
Form T65 Revised 8/05

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

FROM: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner

DATE: 4/20/2007

School	Russell High School	Reviewed by	Phyllis Catlett
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The following is a status report regarding the required 2006 - 2007 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2007. 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:

<input checked="" type="checkbox"/>	GE 19 (Annual Verification)	<input checked="" type="checkbox"/>	T-35 (Budget Expenses)
<input checked="" type="checkbox"/>	T-1 (Summary Program Chart 1)	<input checked="" type="checkbox"/>	T-36 (Budget Expenses)
<input checked="" type="checkbox"/>	T-2 (Summary Program Chart 2)	<input checked="" type="checkbox"/>	T-41 (Checklist – Overall Interscholastic Program)
<input checked="" type="checkbox"/>	T-3 (Summary Program Chart 3)	<input checked="" type="checkbox"/>	T-60 (Corrective Action Plan)
<input checked="" type="checkbox"/>	T-4 (Summary Program Chart 4)		T-63 (Interscholastic Survey Results)

II. Status

A.	<input checked="" type="checkbox"/>	2006– 2007 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.	<input checked="" type="checkbox"/>	Other Recommendation and Comments: The school has improved the spending of male sports verses girls sports from \$235 on the 2005-2006 Annual Report to \$149 for the 2006-2007 Annual Report. The auditor will continue to monitor this area of advantage that was so noted on the school's Corrective Action Plan. The auditor will continue to monitor this area for improvement and equity.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2006-2007 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

KHSAA Form 226P
Rev. 10/04

(To be submitted by April 15, 2007 along with other required forms)

The Russell High School, Russell 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 (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
			(Supt., Principal, Student, Parent, Coach, Etc.)

(see attachment)

Scheduled a minimum of three meetings during the 2006-2007 school year on the following dates:

10-19-06

12-15-06

2-9-07

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

<u>Sam Sparks</u>	<u>Athletic Director</u>	<u>709 Red Devil Lane</u>	<u>606.836.9638</u>
Name	Title	Address	Phone

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

<u>Mische Dixon</u>	<u>Federal Programs</u>	<u>409 Belfont St. Russell, Ky 41169</u>	<u>606.836.9679</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.

James A. Thig
Principal's Signature

4/12/2007
Date

Dr. Susan Compton
Superintendent Signature

Robert K. Cuff
School Board Chairperson's Signature

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

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1**

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	327	48%	236	45%
Row 2	BOYS	356	52%	293	55%
Row 3	Totals	683	100%	529	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 58

- 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 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 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: Laura A. Thy Date: 4/12/07

2006-2007
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

KHSAA
 Form T2
 Rev. 10/06

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 Since the beginning of the 2002-2003 School Year	Number of Participants Added Since the beginning of the 2002-2003 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2002-2003 School Year
GIRLS	Row 1	varsity:	9	177	0	
	Row 2	j.v.:	4	47	0	
	Row 3	frosh:	1	12	1	29
	Row 4	total:	14	236	1	29
BOYS	Row 5	varsity:	9	205	0	0
	Row 6	j.v.:	4	55	0	0
	Row 7	frosh:	2	33	0	0
	Row 8	total:	15	293	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.

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: *Lawrence G. Thayer* Date: 4/12/07

ok

2006-2007
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. For a sport <u>not</u> currently offered, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable interscholastic team based on student responses from the interscholastic survey? If yes, what sport?	No		No
2. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a junior varsity or freshman team that is not currently offered?	No		No
3. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams?	No		No
4. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team not currently offered?	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?	No		No

Principal's Signature: *Lance A. Thy...* Date: 4/12/07

2006-2007
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

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:	9	177	75%
Row 2	j.v.:	4	47	20%
Row 3	frosh:	1	12	5%
Row 4	total:		236	100%
Boys				
Row 5	varsity:	9	205	70%
Row 6	j.v.:	4	55	19%
Row 7	frosh:	2	33	11%
Row 8	total:		293	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: *Laura A. Thayer* Date: 4/12/07

**2006-2007
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)	facilities improvements		publications (if sport-specific)		
	School	Booster	School	Booster	School	Booster		School	Booster	School	Booster	
G basketball	6000	500	1000	600	1000	500	15900	4	0	0	0	0
B basketball	6000	500	3000	1000	1200	500	15900	4	0	0	0	0
G softball	4500	300	2000	1000	300	200	5000	3	2000	1000	0	0
B baseball	4500	300	1000	8000	200	100	4700	3	0	500	0	0
G cross country	100	100	400	0	200	100	1700	2	1000	0	0	0
B cross country	100	100	300	0	200	100	1700	2	1000	0	0	0
G golf	600	200	700	500	200	100	2500	1	0	0	0	0
B golf	400	100	500	200	200	200	2500	1	0	0	0	0
G soccer	2500	500	800	700	500	400	2000	1	0	500	0	300
B soccer	2000	500	700	500	300	300	1600	1	0	500	0	300
G swimming	500	100	500	100	100	100	900	1	0	0	0	0
B swimming	500	100	500	100	100	100	900	1	0	0	0	0

- Total expenditures on T-35 and T-36 on the 2006-2007 year report due by April 15, 2007, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2005-2006 ending June 30, 2006.
- Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs Reference KHSAA Bylaw 27)

Principal's Signature: *Sam A. [Signature]*
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Date: 4/12/07

**2006-2007
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)	facilities improvements		publications (if sport-specific)		
	Expenditures		Expenditures		Expenditures			Expenditures		Expenditures		
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	2000	200	1500	300	100	100	5500	2	25000	0	0	0
B track	2000	200	700	200	100	100	5300	2	25000	0	0	0
G tennis	500	500	700	100	100	100	3000	1	0	0	0	0
B tennis	400	200	700	100	100	100	3000	1	0	0	0	0
G volleyball	1000	400	1500	100	300	300	2600	2	0	0	0	0
B wrestling												
G (list sport)												
B football	35000	2000	9000	1000	16500	3000	27000	8	0	0	0	0
G (list sport)												
B (list sport)												

- Total expenditures on T-35 and T-36 on the 2006-2007 year report due by April 15, 2007, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2005-2006 ending June 30, 2006.
- Booster Club Funding/Contributions must be included in the above expenditures totals.
Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$ 195,700	65%
Girls	\$ 106,600	35%
Total:	\$ 302,300	100%

20% per male athlete

Principal's Signature: *Thomas A. [Signature]* Date: *4/12/07*

2006-2007 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 10/06

Checklist - Overall Interscholastic Athletics Program

DIRECTIONS:

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities			x
BENEFITS			
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			x
Tutoring			x
Housing and Dining Facilities and Services			x
Recruitment of Student Athletes			x

Principal's Signature: *Loraine A. Taylor* Date: 4/12/07

SCHOOL NAME

Russell High School

2006-2007
TITLE IX

CORRECTIVE ACTION PLAN

KHSAA
Form 160
Rev. 10/06

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, 2007.

COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
Boys program has an advantage in support services for 2006-07.	Reduce amount spent per athlete. We reduced this amount from \$315 to \$227 this year. One idea is to look at Spring tips for some programs.	Goal is for there to be no advantage in support services by 2008-09

Principal's Signature: *Thomas A. King*

Date: 4/12/07

2006-07 Russell High School
Gender Equity Committee

Mrs. Mischa Dixon.	Russell Independent Schools Federal Programs Coordinator Special Education Director District Title IX Coordinator
Mr. Allan Thompson	Principal, Russell High School
Mr. Sam Sparks	Athletic Director, Russell High School
Mr. Steve Dodd	Boys Basketball Coach/Teacher-Russell High School
Mrs. Carol Stevens	Teacher-Russell High School
Mr. Merle Kidwell	Girls Basketball Coach/Teacher-Russell High School
Mrs. Alice Leigh	Girls/Boys Track Coach/Teacher-Russell High School
Mr. Mike Martino	RHS baseball coach
Mr. Darrell Adkins	Parent
Mrs. Angie Fultz	Parent
Mrs. Cynthia Sparks	Parent
Marissa Adkins	Student
Mr. Rob Caniff	Chairman, Russell Independent Board of Education