



OCT

**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2007-2008**

KHSAA
Form T65
Revised 3/08

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

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

DATE : April 30, 2008

| | | | |
|--------|----------------------------|-------------|----------------|
| School | Fleming County High School | Reviewed by | Martha Mullins |
|--------|----------------------------|-------------|----------------|

The following is a status report regarding the required 2007 - 2008 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2008. 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) | | T-35 (Budget Expenses) |
| <input checked="" type="checkbox"/> | T-1 (Summary Program Chart 1) | | T-36 (Budget Expenses) |
| | T-2 (Summary Program Chart 2) | <input checked="" type="checkbox"/> | T-41 (Checklist – Overall Interscholastic Program) |
| | T-3 (Summary Program Chart 3) | | T-60 (Corrective Action Plan) |
| | T-4 (Summary Program Chart 4) | <input checked="" type="checkbox"/> | T-63 (Interscholastic Survey Results) |

II. Status

| | | |
|----|-------------------------------------|--|
| A. | | 2007 – 2008 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: Form T-2: a corrected form is attached. Place in the school's permanent Title IX file. |
| C. | <input checked="" type="checkbox"/> | The following forms were omitted and must be submitted by school representatives: Form T-3 ; Form T-4 ; Form T-35 Submit by May 15, 2008. |
| D. | | According to the 2007-2008 data, the school appears to be meeting the standards established in: <input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities) |
| E. | <input checked="" type="checkbox"/> | Other Recommendation and Comments: It is recommended that a parent/booster be appointed to the Gender Equity Review Committee. The auditor's report cannot be completed until all forms have been submitted. Preliminary review indicates the need for school personnel to utilize data from Form T-41 to complete Form T-60. |

**2007-2008
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2**

KHSAA
Form T2
Rev. 12/07

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 2003-2004 School Year | Current Number of Participants for each team added Since the beginning of the 2003-2004 School Year | Percent of Total Participation By Sex Added Since the beginning of the 2003-2004 School Year |
| GIRLS | Row 1 | varsity: | 9 | 130 | 1 | 12 |
| | Row 2 | j.v.: | 3 | 24 | | |
| | Row 3 | frosh: | 2 | 17 | | |
| | Row 4 | total: | 14 | 171 | | 12 |
| | | | | | | 0.7 79% |
| BOYS | Row 5 | varsity: | 9 | 121 | 1 | 12 |
| | Row 6 | j.v.: | 3 | 29 | | |
| | Row 7 | frosh: | 1 | 21 | | |
| | Row 8 | total: | 13 | 171 | | |
| | | | | | | 0.7 79% |

- 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.
- 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.
- 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.
- 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.
- 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: Bud Savell Date: 4/14/08



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

April 30, 2008

Brad Sorrell, Principal
Fleming County High School
1658 Elizaville Rd.
Flemingsburg, KY41041

Dear Mr. Sorrell,

For several years now the Title IX annual reports from Fleming County High School have been persistently inadequate as submitted to the KHSAA office. Missing forms and information have plagued the reports year after year. Without accurate information it is a formidable task to try and piece together a picture of the athletics program at Fleming County High School in order to evaluate whether or not the school is meeting the standards for compliance with Title IX. As the leading administrator at the high school your signature on the report should verify that the report is complete, accurate, and a reflection of good management practices. I ask for your support in shoring up this problem.

Sincerely,

Larry G. Boucher, Assistant Commissioner

CC Kelley F. Lee, Superintendent
Charles Adams, Athletic Director



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2007-2008 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

*KHSAA Form GE19
Rev.12/07*

(To be submitted by April 15, 2008 along with other required forms)

The Fleming County High School,
 (Name of High School)

Flemingsburg Kentucky
 (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.

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.) | | | |
| Gene Peterson | 1658 Elizaville Road Flem Ky 41041 | 606-845-6601 | Assistant Principal – Football Coach, Asst. Girls BB Coach |
| Charles Adams | 1058 Beechburg Road Flem 41041 | 606-849-2781 | Teacher and AD Director |
| Tamara Leadingham | 856 Taylor Mill Road Flem Ky 41041 | 606-845-1855 | Teacher and Girls Golf Coach |
| Brad Frasier | Morehead Road Flem Ky 41041 | 931-249-4691 | Teacher and Boys BB Coach |
| Kristy Orem | Elizaville Road Ewing Ky 41039 | 267-6077 | Teacher and Girls BB Coach |
| Robert Orem | Elizaville Road Ewing Ky 41039 | 267-6077 | Security and Girls Volleyball Coach |
| Tony Roth | Ewing Ky 4139 | 845-8255 | Maintenance and IX Director |
| Danielle Alex | 1363 Kidwell Road | 267-6953 | Student Athlete |

Scheduled a minimum of three meetings during the 2007-2008 school year on the following dates:

| |
|------------|
| 10/04/2007 |
| 01/04/2007 |
| 03/14/2007 |

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

| Name | Title | Address | Phone |
|---------------|-------------------|---------------------|--------------|
| Charles Adams | Athletic Director | 1058 Beechburg Road | 606-849-2781 |

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

| Name | Title | Address | Phone |
|-----------|----------------------|----------------------|-------------|
| Tony Roth | Title IX Maintenance | Fleming County Board | 606-84-5851 |

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.

Brod Sowell
 Principal's Signature

4/14 2008
 Date

Kelley J. Crain
 Superintendent Signature

Wayne S. Lewis
 School Board Chairpersons' Signature

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

2007-2008
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev.12/07

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 | 371 | 51.3 | 171 | 50% |
| Row 2 | BOYS | 351 | 48.7 | 171 | 50% |
| Row 3 | Totals | 722 | 100% | 342 | 100% |

Instructions:

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

- 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 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.
- 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: *Brad Sauer* Date: *4/14/08*

2007-2008
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

KHSAA
 Form T2
 Rev. 12/07

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 2003-2004 School Year | Current Number of Participants for each team added Since the beginning of the 2003-2004 School Year | Percent of Total Participation By Sex Added Since the beginning of the 2003-2004 School Year |
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| | Row 8 | total: | 13 | 171 | | | 0.7 79% |

- 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.
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- 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: Bud Smith Date: 4/14/08

**2007-2008
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) | # of Coaches for all levels / # of Teams for all levels | facilities improvements | | publications (if sport-specific) | |
|----------------|------------------------|---------|--------|---------|--------|---------|---|---|-------------------------|---------|----------------------------------|---------|
| | School | Booster | School | Booster | School | Booster | | | School | Booster | School | Booster |
| G track | 1470.00 | N/A | 362.04 | 0 | 110.70 | 0 | 1500.00 | / | 0 | 0 | 0 | 0 |
| B track | 1121.92 | N/A | 362.04 | 0 | 87.64 | 0 | 1500.00 | / | 0 | 0 | 0 | 0 |
| G tennis | N/A | N/A | N/A | 0 | N/A | 0 | N/A | / | N/A | 0 | 0 | 0 |
| B tennis | N/A | N/A | N/A | 0 | N/A | 0 | N/A | / | 0 | 0 | 0 | 0 |
| G volleyball | 4173.06 | 863.05 | 374.11 | 0 | 463.40 | 0 | 4500.00 | / | 0 | 0 | 1763.00 | 0 |
| B wrestling | N/A | N/A | N/A | N/A | N/A | 0 | N/A | / | N/A | 0 | N/A | 0 |
| G (list sport) | N/A | N/A | N/A | N/A | N/A | 0 | N/A | / | N/A | 0 | N/A | 0 |
| B football | 12880.70 | 643.06 | 843.91 | 0 | 573.20 | 0 | 21560.00 | / | 946.20 | 0 | 2170.40 | 0 |
| G Bowling | 642.15 | N/A | 109.70 | 0 | 119.60 | 0 | 800.00 | / | 0 | 0 | 0 | 0 |
| B Bowling | 642.15 | N/A | 109.70 | 0 | 92.42 | 0 | 800.00 | / | 0 | 0 | 0 | 0 |

- Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.
- 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 | \$ 100,457.27 | 57.7 |
| Girls | \$ 73,873.60 | 42.3 |
| Total: | \$ 174,330.87 | 100% |

Principal's Signature: Brend Sewell Date: 4/14/08

SCHOOL NAME

2007-2008

TITLE IX

FLEMING CO.

CORRECTIVE ACTION PLAN

KHSAA
Form 166
Rev. 12/07

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, 2008.

| COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT | COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES | COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE |
|---|---|---|
| Soccer Field | Reseeding- Concession Stand Redone using cement Block and providing better storage. | Shooting for 9-1-08 |
| Girls Softball | Reseeding center field | 5-1-08 |
| Coaching | Need more female coaches involved. (lack of interest) | |

Principal's Signature:

Bruce Lowery

Date:

4/14/08

2007-2008 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 12/07

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. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

| 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 |

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature: Bruce Sorely Date: 4/14/08



2007-2008 INTERSCHOLASTIC
ATHLETICS SURVEY
Summary of Student Responses

KHSAA
Form T63
Rev. 12/07

School Name: FLEMING COUNTY HIGH SCHOOL

Enrollment

(9-12 Grade): (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)

Number of 9-11 Grade Students Surveyed: 522

Number of 8th Grade Students Surveyed: 200

Date: 3/28/2008

Completed By: Charles Adams

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 this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15, 2008. 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.

722 722 Number of Surveys

651 Total Returned (*A minimum of 80% return is expected*)

8-11 8-11 Grades Surveyed (*Should be grades 9-11 and 8th grade if school has a feeder system*)

How Was The Survey Administered? Homeroom

(e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)

KHSAA Sanctioned Fall Sports (*List Total Number of Participation Responses*)

29 Cross Country (Girls)

32 Cross Country (Boys)

201 Football (Boys)

26 Golf (Girls)

37 Golf (Boys)

39 Soccer (Girls)

43 Soccer (Boys)

87 Volleyball (Girls)

Winter Sport (List Total Number of Participation Responses)

Form T-63
Rev. 12/07

- 127 Basketball (Girls)
- 153 Basketball (Boys)
- 31 Indoor Track (Girls)
- 22 Indoor Track (Boys)
- 11 Swimming & Diving (Girls)
- 12 Swimming & Diving (Boys)
- 97 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

- 61 Baseball (Boys)
- 58 Fast Pitch Softball (Girls)
- 92 Tennis (Girls)
- 63 Tennis (Boys)
- 31 Track (Girls)
- 42 Track (Boys)

Non-KHSAA Championship Sports (From Student Survey T-61 Question 10)

- 74 Archery
- 62 Field Hockey
- 46 Bowling
- 63 Gymnastics (Boys)
- 22 Gymnastics (Girls)
- Ice Hockey
- 51 Lacrosse (Boys)
- 26 Lacrosse (Girls)
- 53 Rifle
- 32 Rodeo
- Slow Pitch Softball
- 27 Volleyball (Boys)
- Water Polo
- Weightlifting

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

| <u>Sport</u> | <u>Number</u> |
|-------------------|---------------|
| Church Basketball | 74 |
| | |
| | |
| | |
| | |

List Intramural Sports students are interested in adding:

(From Student Survey T-61 Question 6)

Form T-63

Rev. 12/07

| <u>Sport</u> | <u>Number</u> |
|---------------|---------------|
| Basketball | 64 |
| Trap Shooting | 92 |
| | |
| | |

Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

| <u>Sport</u> | <u>Number</u> |
|---------------|---------------|
| Basketball | 79 |
| Paint Ball | 56 |
| Rodeo | 47 |
| Trap Shooting | 92 |
| | |
| | |

Reasons for not participating in interscholastic athletics

(From Survey Question 8)

- 97 I prefer other activities such as band, chorus, etc.
- 176 I don't have time
- 41 The practice schedules and game times are inconvenient
- 131 The sport I like isn't offered
- It's too expensive
- 72 I prefer to participate in club or intramural sports
- 154 Working
- Other:

Student Suggestions to encourage participation

Most students says due to work, transportation, and other club activities consume so much of their time.

Principal's Signature

Date

Equity Gender Meeting
October 04, 2007

- I. Welcome
- II. Approval of Minutes
- III. Changes to Agenda (if needed)
- IV. Discussion of past improvements to the Athletic program
- V. Health concerns
- VI. Next Meeting Date
 - a. January 04, 2008

- VII. Adjournment

Equity Gender Meeting
10/04/07

Members Present:

Charles Adams

Gene Peterson

Tamara Leadingham

Robert Orem

Brad Frasier

Tony Roth

Kristy Orem

Student Member: Danielle Alex

Meeting was called to order.

Tamara Leadingham, Secretary announced the minutes of previous meeting. Brad Frasier, agreed to minutes with Robert Orem 2nding the motion. No changes to the agenda were made. The committee discussed the overview of past improvements to the athletic program. The committee also discussed the preventive measures of Merca which came apparent to several schools having outbreaks of this virus. Any student using weight room, both in class and athletic training, all benches and pads will be sprayed with disinfectant and wiped down daily. The corrective action plan shows that we hope to get a soccer concession stand built in place of the wooden structure. The committee agreed to next meeting date of January 04, 2008 and the meeting was adjourned. Kristy Orem agreed to the adjournment and Gene Peterson made the 2nd motion – meeting was adjourned.

Equity Gender Meeting
January 04, 2008

- I. Welcome
- II. Approval of Minutes
- III. Changes to Agenda (if needed)
- IV. Discussion of Assistant Coach's credentials
- V. Coaching positions available
- VI. Next Meeting Date
 - a. March 14, 2008

- VII. Adjournment

Equity Gender Meeting
1/04/08

Members Present:

Charles Adams

Gene Peterson

Tamara Leadingham

Robert Orem

Brad Frasier

Tony Roth

Kristy Orem

Student Member: Danielle Alex

Meeting was called to order.

Tamara Leadingham, Secretary announced the minutes of previous meeting.

Tony Roth, agreed to minutes with Robert Orem 2nding the motion. No changes to the agenda were made. The committee discussed the assistant coach's credentials as well as the process for screening baseball applicants. The committee has only three applications at this time and will need to hire for Spring. The committee also discussed the need for an assistant coach for track as numbers for the program are increasing. The committee agreed to next meeting date of March 14, 2008 and the meeting was adjourned. Robert Orem agreed to the adjournment and Gene Peterson made the 2nd motion – meeting was adjourned.

Equity Gender Meeting
March 14, 2008

- I. Welcome
- II. Approval of Minutes
- III. Changes to Agenda (if needed)
- IV. Discussion of Football and Basketball Season
- V. Discussion of adding a Tennis Program
- VI. Next Meeting Date
 - a. 10/3/08
- VII. Adjournment

Equity Gender Meeting
3/14/08

Members Present:

Charles Adams

Gene Peterson

Tamara Leadingham

Robert Orem

Brad Frasier

Tony Roth

Kristy Orem

Student Member: Danielle Alex

Meeting was called to order.

Tamara Leadingham, Secretary announced the minutes of previous meeting.

Gene Peterson, agreed to minutes with Kristy Orem 2nding the motion. No changes to the agenda were made. The committee discussed the overall productive season in Basketball and Football. The setup uniform rotation plan for 08-09 was discussed. The committee also discussed the rising requests for a Tennis program for both male and female students. Due to the increased student participation in Volleyball, the committee feels we could use another assistant coach in Volleyball to continue its success. The Volleyball program at Fleming County High School is the fastest growing program at the present time we currently have. The committee agreed to next meeting date of October 03, 2008 and the meeting was adjourned. Robert Orem agreed to the adjournment and Brad Frasier made the 2nd motion – meeting was adjourned.

Content-Class: urn:content-classes:message
Subject: Compliance at FCHS
Date: Wed, 23 Jul 2008 14:05:07 -0400
Thread-Topic: Compliance at FCHS
Thread-Index: Acjs7qO1W7+uhRBoRS65DQ3xosfHqw==
From: "Hurdle, Jinny" <Jinny.Hurdle@fleming.kyschools.us>
To: <mmullins@khsaa.org>, <title9@khsaa.org>
Return-Path: Jinny.Hurdle@fleming.kyschools.us

Ms. Mullins,

It was a pleasure to speak with you personally today. I look forward to a positive relationship with KHSAA for the coming year.

As we discussed today, Fleming County High School will add an investigation into the current inequity in spending between male and female athletes to its corrective action plan for 2008-2009. I understand that current figures show more than \$100 difference per student, and the new athletic director and I will oversee the investigation into why this difference is present. If the difference is gender neutral, the school will not necessarily have to undertake corrective measures. If the difference is attributed to gender, however, we will correct the problem.

Thank you for your support and guidance.

Jinny Hurdle
Principal
Fleming County High School
jinny.hurdle@fleming.kyschools.us

7/23

June 30, 2008

To: Brad Sorrell, Principal
Fleming County High School

From: Martha Mullins
Title IX Auditor

Subj: Resubmission, Title IX annual Report

*OK
New Principal
Leanna
will send note
re. missing info
for T-60
for principal attached on*

The attached forms are being returned to you for your review and signature/date signed. Also there are questions for your reply on T-41. Depending on the answer to the questions on T-41, additional applicable information may be necessary on Form T-60. Please return **by July 15, 2008.**

Thank you.

Date: Tue, 03 Jun 2008 16:07:35 -0400
From: TITLE9 (Title 9 Audit)
To: brad.sorrell@fleming.kyschools.us
cc: LBOUCHER
Reply-to: title9@khsaa.org
Subject: Resubmission of Title IX Forms, Annual Report

Mr. Sorrell, please resubmit Forms T-3 and T-4 on the correct forms, which are available online from the KHSAA.

Note that the 2007-2008 Form T-3 asks for distinct plans to address the significant interests submitted by students on the survey. The note written on the old form that was submitted did identify the interest found in tennis and wrestling but did not include a plan to address the interest.

Regarding Form T-36, the calculations at the bottom of the page appear incorrect: expenditures for girls' sports should read \$77,918, or 44% of total expenditures. Boys' calculations are correct. Please make the change on T-36 in the school's permanent Title IX file.

What also needs to be brought to your attention is a differential in the amount spent per male athlete versus each female athlete. Dollars spent for individual male athletes has exceeded that for females more than \$100 an athlete consistently. The KHSAA guideline for schools that have football teams uses \$100 as a threshold for expenditures per male athlete to allow for the greater expense of football programs. This pattern of overexpenditure for male athletes needs to be investigated to explain the difference.

Due to the fact that accurate data and explanations are difficult to receive from Fleming County High School, it is incumbent upon the Principal to provide this information with an assurance that it is accurate. In addition to resubmitting Forms T-3 and T-4, resubmit Form T-60 with corrective action planned for the advantages recorded on Form T-41. What was resubmitted on Form T-60 was nothing more than a copy of the original Form T-60 submitted. There must be a connection between items identified on Form T-41 and the submissions on Form T-60. Include on the revised Form T-60 the plan to investigate the pattern of expenditure differential per male and female athlete over the past three years.

Your cooperation in gathering and submitting the requested data will be appreciated.

DK

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) | TENNIS YES | | WRESTLING 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 | | 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) | yes | | no |

#2 - Tennis for girls - Wrestling for boys - not enough geographic location.

Signature: Brad Saulle

Date: 5-23-08

**2007-2008
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) | # Coaches for all levels / # Teams for all levels | facilities improvements | | publications (if sport-specific) | |
|-----------------|------------------------|---------|--------|---------|--------|---------|---|---|-------------------------|---------|----------------------------------|---------|
| | School | Booster | School | Booster | School | Booster | | | School | Booster | School | Booster |
| G basketball | 8280.11 | 2704.60 | 967.04 | 0 | 571.22 | 0 | 21790.68 | 3 | 2176.00 | 0 | 2170.40 | |
| B basketball | 9921.63 | N/A | 823.60 | 0 | 487.30 | 0 | 22393.62 | 3 | 2176.00 | 0 | 2170.40 | |
| G softball | 4321.10 | 542.11 | 741.60 | 0 | 209.11 | 0 | 2000.00 | 2 | 687.03 | 0 | 0 | |
| B baseball | 4221.70 | 374.10 | 764.12 | 0 | 196.41 | 0 | 2000.00 | 2 | 391.17 | 0 | 0 | |
| G cross country | 964.00 | N/A | 463.10 | 0 | 46.93 | 0 | 1500.00 | 1 | 0 | 0 | 119.40 | |
| B cross country | 873.14 | N/A | 463.10 | 0 | 46.93 | 0 | 1500.00 | 1 | 0 | 0 | 119.40 | |
| G golf | 1080.21 | N/A | 216.12 | 0 | 17.43 | 0 | 1500.00 | 1 | 0 | 0 | 0 | |
| B golf | 428.71 | N/A | 293.18 | 0 | 12.92 | 0 | 1500.00 | 1 | 0 | 0 | 0 | |
| G soccer | 3328.40 | 463.20 | 261.00 | 0 | 172.00 | 0 | 1300.00 | 1 | 211.07 | 0 | 246.10 | |
| B soccer | 1042.21 | 463.20 | 261.00 | 0 | 172.00 | 0 | 1300.00 | 1 | 211.07 | 0 | 246.10 | |
| G swimming | 992.20 | N/A | 111.20 | 0 | 16.41 | 0 | 500.00 | 1 | 0 | 0 | 0 | |
| B swimming | 642.00 | N/A | 111.20 | 0 | 17.62 | 0 | 500.00 | 1 | 0 | 0 | 0 | |

Handwritten totals and calculations at the bottom of the table, including a large sum of 37,973 and other smaller figures.

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.
2. 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:

Amber Huddle

Date:

7-9-08

**2007-2008
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) | # of Coaches for all levels / # of Teams for all levels | facilities improvements | | publications (if sport-specific) | |
|----------------|------------------------|---------|--------|---------|--------|---------|---|---|-------------------------|---------|----------------------------------|---------|
| | School | Booster | School | Booster | School | Booster | | | School | Booster | School | Booster |
| G track | 1470.00 | N/A | 362.04 | 0 | 110.70 | 0 | 1500.00 | 2/1 | 0 | 0 | 0 | 0 |
| B track | 1121.92 | N/A | 362.04 | 0 | 87.64 | 0 | 1500.00 | 2/1 | 0 | 0 | 0 | 0 |
| G tennis | N/A | N/A | N/A | 0 | N/A | 0 | N/A | | N/A | 0 | 0 | 0 |
| B tennis | N/A | N/A | N/A | 0 | N/A | 0 | N/A | | 0 | 0 | 0 | 0 |
| G volleyball | 4173.06 | 863.05 | 374.11 | 0 | 463.40 | 0 | 4500.00 | 2/3 | 0 | 0 | 1763.00 | 0 |
| B wrestling | N/A | N/A | N/A | N/A | N/A | 0 | N/A | | N/A | 0 | N/A | 0 |
| G (list sport) | N/A | N/A | N/A | N/A | N/A | 0 | N/A | | N/A | 0 | N/A | 0 |
| B football | 12880.70 | 643.06 | 843.91 | 0 | 573.20 | 0 | 21560.00 | 6/2 | 946.20 | 0 | 2170.40 | 0 |
| G Bowling | 642.15 | N/A | 109.70 | 0 | 119.60 | 0 | 800.00 | 1/1 | 0 | 0 | 0 | 0 |
| B Bowling | 642.15 | N/A | 109.70 | 0 | 92.42 | 0 | 800.00 | 1/1 | 0 | 0 | 0 | 0 |

- Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.
- 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 | KAT, O | Expenditures | Percentage |
|--------|--------|--------|---------------|------------|
| 171 | Boys | 50 | \$ 100,457.27 | 57.2 |
| 171 | Girls | 50 | \$ 73,873.60 | 42.3 |
| Total: | | | \$ 174,330.87 | 100% |

Principal's Signature: Brend Arnold Date: 4/14/08

3443
3072
17,156
39,672
1,644

**2007-2008
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4**

Levels of Competition Test One

| Girls | Team Levels | Column 1 | Column 2 | Column 3 |
|-------------|-------------|-----------------------------------|------------------------|--|
| | | Number of Teams Currently Offered | Number of Participants | Percentage of Participants at Each Level |
| Row 1 | varsity: | 9 | 130 | 76 |
| Row 2 | j.v.: | 3 | 24 | 14 |
| Row 3 | frosh: | 2 | 17 | 10 |
| Row 4 | total: | 14 | 171 | 100% |
| Boys | | | | |
| Row 5 | varsity: | 9 | 121 | 70.7 |
| Row 6 | j.v.: | 3 | 29 | 17. |
| Row 7 | frosh: | 1 | 21 | 12.3 |
| Row 8 | total: | 13 | 171 | 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: Jimmy Hurdle Date: 7-9-08

OLD FORM

OK

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 4

Levels of Competition Test One

| Team Levels | GIRLS | BOYS |
|--|-------|------|
| Number of Varsity Teams Offered | 9 | 9 |
| Number of Participants on Varsity Teams | 130 | 121 |
| Percentage of Total Participants By Sex | 76.2 | 70.7 |
| Number of Junior Varsity Teams Offered | 3 | 3 |
| Number of Participants on Junior Varsity Teams | 24 | 29 |
| Percentage of Total Participants By Sex | 14 | 16.9 |
| Number of Freshman Teams Offered | 2 | 1 |
| Numbers of Participants on Freshman Teams | 17 | 21 |
| Percentage of Total Participants By Sex | 9 | 12 |

TOTALS

G = 171

B = 171

Signature: [Handwritten Signature]

Date: 5-23-08

"Home of the Panthers"



FLEMING COUNTY HIGH SCHOOL

Brad Sorrell, Principal
Gene Peterson, Assistant Principal
1658 Elizaville Road
Flemingsburg, Kentucky 41041
(606) 845-6601 FAX (606) 845-3102
Website: www.fleming.kyschools.us



July 10, 2008

Martha Mullins
KHSAA
2280 Executive Drive
Lexington, KY 40505

Dear Ms. Mullins:

Please find enclosed the amended KHSAA Title IX documents from Fleming County High School. As the Athletic Director, Charles Adams, explains in his attached note, the advantages initially marked for the girls' program were made in error. The girls at FCHS tend to earn more athletic scholarships for post-secondary study, and they also enjoy the support of several booster clubs which have not organized for boys. Neither of these are institutional advantages given to girls and should not have been marked on the original audit checklist.

Please contact me if I can provide additional information.

Respectfully,

A handwritten signature in cursive script that reads "Jinny Hurdle".

Jinny Hurdle
Principal

"WHERE KIDS ARE FIRST AND LEARNING NEVER ENDS"

Debbie Vice, Guidance Counselor

Steve Grannis, Guidance Counselor



Accredited By:

SACSCASI
Southern Association of Colleges and Schools

Charles Adams, Athletic Director

Becky Landry, Admin. Assistant

7-9-08

Mrs. Mullins,
Along with the T 41 Young & Title
IX I am sorry but I listed an
advantage to the girls program for
support services and athletic scholarships
which in fact should have read an
intrinsic program. I get the sense since
we have many more girls receiving
athletic scholarships and the girls
sports has several more booster
organizations than that would be
an advantage to the girls programs
but apparently it isn't.

Thank You
Charles Sleepy Adams

AMENDED
FORM

**2007-2008 KHSAA TITLE
Checklist - Overall Intersch**

DIRECTIONS:
For the Areas of Compliance (Opportunities and Benefits) checkmark under the appropriate column identifying the Girls' Program, or to the Boys' Program or to Neither. Spending patterns might be helpful in completing this

| 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 |

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature: Jimmy Hurdle Date: 7/9/2008

ORIGINAL FORM

**2007-2008 KHSAA
Checklist - Overall**

KHSAA
Form T41
Rev 12/07

DIRECTIONS:

For the Areas of Compliance (Opportunities) place a checkmark under the appropriate column for the Girls' Program, or to the Boys' Program. Spending patterns might be helpful in comparing

age, place
advantage to
36

| Areas of Compliance: | ADVANTAGE TO: | | |
|--|-------------------|-------------------------|--------------------|
| | GIRLS' PROGRAM | BOYS' PROGRAM | NEITHER PROGRAM |
| OPPORTUNITIES | | | |
| Accommodation of Interest and Abilities | | X ^{T-60} OK | |
| BENEFITS | | | |
| Equipment and Supplies | | | X |
| Scheduling of Games and Practice Time | | | X |
| Travel and Per Diem Allowances | | | X |
| Coaching | | X ^{T-60} OK | |
| Locker Rooms, Practice and Competitive Facilities | | | X |
| Medical and Training Facilities and Services | | | X |
| Publicity | | | X |
| Support Services D | (X) | | X |
| Athletic Scholarships D | (X) | | X |
| Tutoring | | | X |
| Housing and Dining Facilities and Services | | | X |
| Recruitment of Student Athletes | | | X |

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature: _____ Date: _____

SCHOOL NAME

Henry Co

2007-2008

TITLE IX

CORRECTIVE ACTION PLAN

DIRECTIONS:

- 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.
- 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.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2008.

| COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT | COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES | COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE |
|---|--|--|
| 1. Coaching - Hills Sports | We are presently working on getting higher pay for coaches in the girls programs | 8-15-08 - 7-01-09 |
| 2. Tennis - Hills | make this will create more female coaches in our system | trying to do implement for 8-15-08 |
| Wrestling - Boys | We are trying to hire more assistant coaches for our girls programs. | geographic location and such economy prices will assist starting a wrestling program |
| Girls coaches - 35390.63 | | |
| Boys coaches - 52553.625 | | |
| 17162.00 - Discrepancy in Pay | | |

Principal's Signature:

Jenine Hurdle

Date:

7-9-08

SCHOOL NAME

2007-2008

KHSAA
Form 760
Rev. 12/07

FLEWING CO.

TITLE IX

CORRECTIVE ACTION PLAN

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, 2008.

| COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT | COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES | COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE |
|---|---|---|
| Soccer Field | Reseeding- Concession Stand Redone using cement Block and providing better storage. | Shooting for 9-1-08 |
| Girls Softball | Reseeding center field | 5-1-08 |
| Coaching | Need more female coaches involved. (Lack of interest) | |

Principal's Signature:

Brad Sewell

Date:

4/14/08