



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2008-2009 school year)

School: **Harlan High School**
Prepared By: **Martha Mullins**
Date of Re-Visit: **October 28, 2008**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry**

1. Completed Required Forms

Verification of Forms (Form GE-50) Yes No

Participation Opportunities Summary Chart (Form T-70) Yes No

Benefits Summary Charts (Forms T-71 & T-72) Yes No

Benefits Publicity (Form T-73) Yes No

Corrective Action Plan Summary Charts (Form T-74) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

<input checked="" type="checkbox"/>	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?

Yes No

Comments: After recalculations, it was discovered that the school had met the standards for this test over the past three years.

B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?

Yes No

Comments:

C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?

Yes No

Comments:

There has been marginal interest in girls' soccer over the past three years. However, it has not been necessary to pursue this interest for purposes of meeting the standards for compliance due to the fact the school has met the criteria required for Test I. School personnel were advised to monitor this interest in the future in the event standards for Test I cannot be reached.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school has met the standards for compliance with Test 1.
Equipment and Supplies	X		School personnel were advised to develop guidelines or policies for the distribution of uniforms and equipment to all teams. Uniforms for tennis and golf teams were not on display during the visit. Volleyball participants are provided one uniform only, as opposed to both a HOME and an AWAY uniforms.
Scheduling of Games and Practice Time	X		<p>School personnel were advised to develop guidelines or policies directed at the review and approval of competitions that are developed by coaches.</p> <p>The school has met the KHSAA criteria for girls' basketball HOME games for 2008-2009. The scheduling of practice times in the gymnasium appeared equitable.</p>
Travel and Per Diem Allowances	X		School personnel were advised to develop guidelines or policies for mode and costs of transportation and meal allowances for 1) non-overnight trips; 2) for overnight trips, to include lodging allowances and/or incidentals; and 3) for any special trips (camps, tournaments, clinics, etc.), including fees. Projected source of funding (school accounts, outside accounts, parents, etc.) should be listed.
Coaching	X		<p>Interviews with both athletes and coaches were positive. School administration appears to have strived to employ the most qualified coaches available. Attention should be paid to the fact that both volleyball coaches are employed off-campus, making access during the school day difficult. School personnel were advised to generate a system whereby contact during the day could be enhanced.</p> <p>Salary differences, \$717 on average, between coaches of boys' sports and those of girls' sports were discussed with school administrators. An analysis of factors driving the difference was recommended.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>The addition of facilities since the original on-site visit was exceptional. Policies outlining use of facilities by outside groups were in place, assuring a more exclusive use and maintenance by high school teams.</p> <p>There was a great need for more storage space for the volleyball team. School personnel to ease the situation needs in general will conduct a survey of available space for use of athletic storage.</p> <p>Currently, not all teams were assigned dressing space. There was some overlap in the use of locker rooms and storage rooms for dressing areas.</p>
Medical and Training Facilities and Services		X	<p>Space and equipment for physical training appeared lacking. (According to one of the coaches interviewed, not all equipment was on display.) However, given what was observed and the space devoted to strength training, there is a need to review this element of the athletic program operation as it affects female athletes.</p> <p>No schedule of use by teams was posted at either weight training facility. It was not clear which teams used the facilities.</p>
Publicity	X		<p>There is a need to provide written polices and procedures on the selection of cheerleaders, and to list the events to which they are assigned.</p> <p>School personnel had generated general guidelines for recognition of athletic accomplishments. They were advised to add to them guidelines for lettering and for display of recognitions (banners, photographs, trophies, retired jerseys, etc.) in the gym, hallways, and any other sections of the school plant deemed appropriate.</p> <p>School personnel were urged to provide publicity in some form for HOME competitions in all sports.</p>

Support Services		X	<p>Fund-raising by coaches and athletes, by some parental groups, and gate receipts from football, basketball, softball and baseball games appeared to be the primary sources of revenue to operate the athletic program. Gate receipts and funds from coach/athlete fundraisers are held in school accounts and supervised by the athletic director and principal.</p> <p>Funds raised by parental groups are held in outside accounts. School personnel were advised to develop policies to assure oversight of expenditures from these accounts by school administrators prior to the purchasing or provision of any materials or services.</p> <p>Administrators were advised to initiate a written contract with parental supporters in order to provide a more systematic framework for their working with school personnel to improve and enhance the athletic program. This would provide both oversight and transparency and better serve year-end audit procedures. Review by the Gender Equity Review Committee, the athletic director, and the principal would provide the means to monitor compliance for gender equity.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		It is recommended that school personnel develop general guidelines to cover provision of meals or snacks to teams before, during, or after HOME competitions or practices.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

The focus of the Corrective Action Plan was on the development of facilities and increasing expenditures for girls' sports.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

More systematic organization of the athletic program would alleviate the time restraints placed on school personnel who have limited time to oversee total operations. The school's permanent Title IX file was incomplete, and the absence of policies to guide the program was seen as a major drawback.

7. KHSAA Recommended Action in relation to new deficiencies

By December 31, 2008, school personnel will resubmit all Re-Visit forms (except Form T-73) complete with dates, signatures, page headings requiring labels, etc. **Special attention should be paid to transferring the actions listed on each Corrective Action Plans (T-60) from school years 2003-2004 through 2007-2008 onto the Re-visit form T-74.** OK

By December 31, 2008, school personnel will submit:

- A. a listing of locker room/dressing area assignments for all teams
- B. a listing of storage space for athletic equipment/uniforms for each team
- C. a listing of offices or other space that serves as a locality for coach/athlete communication or conference for each team
- OK D. a listing of spaces suitable for use in physical training for each team, and an inventory of free weights available for female athletes in those spaces; a statement signed by the principal that a schedule of use was posted for each space
- E. a statement signed by the principal that a review of coaches' salaries had been made, and what the results of the analysis were.
- F. a listing of the number of team managers by sport - *numbers not listed, only policies*

By February 1, 2009, school personnel will submit a set of policies or guidelines, (in draft form if not approved by that date) for the following:

- A. distribution of uniforms and/or other athletic gear to teams, and a rotation plan for the purchase of new uniforms or replacements
- B. scheduling of practice space, weight rooms, and competitions
- C. travel and per diem
- D. selection and assignments of cheerleaders
- E. letter awards; placement of other forms of recognition in the school building
- E. approval of purchases or provided services
- F. organizational structure or format for parental groups who fund raise for teams and the requirements for oversight by school personnel
- G. provision of meal service or snacks for HOME competitions

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kevin Ball

District Level Title IX Coordinator: David Johnson

Name	Title	Telephone
Kimberly A. Alias	Parent	606-573-8730
Kevin Ball	Athletic Director	606-573-8750
James B. Donahue	Football Coach	606-573-8750
David Johnson	Superintendent	606-573-8700
Joe Meadors	Board of Education	606-573-7360
Chuck Mitchell	Girls' Basketball Coach	606-573-8750
Gary Lawson	KHSAA Auditor	502-875-3817
Martha Mullins	KHSAA Auditor	859-299-5472

10. Comments

School personnel were very receptive to the visit and its mission. Outside facilities toured were outstanding and a vast improvement over conditions cited on the original visit. The permanent Title IX file was available for review but was limited in content due to turnover of personnel.

Interviews reflected as positive outlook for sports programs and a certain pride for accomplishments. The superintendent of the school district attended the Gender Equity Review Committee meeting, as did a member of the Board of Education. The Committee seemed interested and involved in the athletic program.

A concern is the accumulation of poorer benefits afforded the volleyball team, i.e. both coaches employed off-campus, the lack of both HOME and AWAY uniforms, no locker room, and, the lack of storage space for uniforms and other equipment. The Gender Equity Review Committee is advised to place this concern on its next meeting's agenda.

Another item that should be placed on the Committee's agenda is a review of how athletic facilities are maintained, for example school district personnel, custodial service, coaches, athletes, etc. to see if such care is gender neutral. The same kind of review should be undertaken regarding auxiliary help provided teams for HOME competition, for driving to off-campus competitions, and for any other factor that could hinder coaches from doing their best for the athletes under their supervision.

School personnel are to be commended for providing more balanced spending on boys' and girls' sports, a goal cited several times on its Corrective Action Plan (Form T-60)

The public meeting did not materialize.



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2008-2009 SCHOOL YEAR**

KHSAA
Form T50
Rev. 08/08
Page 1 of 2

The **HARLAN** High School, **HARLAN** City, Kentucky

certifies to the KHSAA that the following is an accurate and true representation of the facts surrounding compliance with 20 V.S.C. Sections 1681-1688, it. Seq. (also known as Title IX).

The following persons are to be identified:

School District Title IX Coordinator:

Name	David Johnson
Professional Title	Superintendent
Phone Number	(606) 573-8700
Address	420 East Central Street HARLAN KY. 40831

School Title IX Coordinator:

Name	Kevin Ball
Professional Title	Athletic Director
Phone Number	(606) 573-8750
Address	420 East Central Street HARLAN, KY 40831

The following signatures verify the authenticity of the documents included:

	SIGNATURE	DATE
Principal		
School Title IX Coordinator		9-28-08
Superintendent		9-28-08
District Title IX Coordinator		9-28-08
School Board Chairperson		9-28-08



**KHSAA TITLE IX RE-VISIT
VERIFICATION OF FORMS
2008-2009 SCHOOL YEAR**

KHSAA
Form T50
Rev. 08/08
Page 2 of 2

School Name: HARLAN High School

Gender Equity Review Committee Members:

MEMBER NAME	TITLE	SIGNATURE	DATE	(✓)*
James B. Donahue	Football Head Coach	<i>James B. Donahue</i>	9-24-08	
Chuck Mitchell	Head (G) basketball coach	<i>Chuck Mitchell</i>	9-24-08	
JOE MEADOWS	BOARD Chairman	<i>Joe Meadows</i>	9-24-08	
DAVID R. JOHNSON	Superintendent	<i>David R. Johnson</i>	9-24-08	
Chassidy Lawson	student	<i>Chassidy Lawson</i>	9-24-08	

• - Please check (✓) if Committee member has reviewed this final submission.



**KHSAA TITLE IX RE-VISIT
PARTICIPATION OPPORTUNITIES - SUMMARY CHART
2008-2009 SCHOOL YEAR**

		ATHLETIC PARTICIPATION OPPORTUNITIES			
		TEST I (Proportionality)	TEST II (History)	TEST III (Interest)	
		<u>COLUMN 1</u> PERCENTAGE OF TOTAL ENROLLMENT BY GENDER	<u>COLUMN 2</u> PERCENTAGE OF TOTAL PARTICIPATION BY GENDER	<u>COLUMN 3</u> PERCENT OF TOTAL PARTICIPATION BY GENDER ADDED IN THE PAST 3 YEARS	<u>COLUMN 4</u> BASED ON RESPONSES TO THE 2007-2008 INTERSCHOLASTIC SURVEY, WAS THERE SUFFICIENT INTEREST TO FORM A VIABLE INTERSCHOLASTIC TEAM NOT ALREADY PROVIDED? (Yes/No) IF YES, IDENTIFY THE SPORT(S)
SCHOOL					
2005-2006		39%	42.1%		N/A
2006-2007		38.7%	45%		N/A
2007-2008		46%			
SCHOOL YEAR:					
2005-2006		61%	57.9%		N/A
2006-2007		61.3%	55%		N/A
2007-2008		54%			
BOYS					
GIRLS					

Principal's Signature _____

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 4 & 5



**KHSAA TITLE IX RE-VISIT
BENEFITS - SUMMARY CHART 1
2008-2009 SCHOOL YEAR**

School Harlem Ind.

BENEFITS

	COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS		COLUMN 2 NUMBER OF HOME "PRIME DATE" CONTESTS (either Friday, Saturday or Sunday)		COLUMN 3 EXPENDITURE S FOR ALL COACHES' SALARIES*	COLUMN 4 IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N)	COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES*	COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES, CLINICS, CAMPS, WORKSHOPS, SEMINARS, COACHES ASSOC., ETC.*	COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.)	COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM*
	2007-2008	2008-2009	2007-2008	2008-2009						
G basketball	23	23			14,125	Yes	11,626.06	2,965.	220.	15,393.
B basketball	22	20			14,125	Yes	8,652.	3,773.	311.	2,805.
G softball					4,690	Yes	56.	475.		395.
B baseball	32				4,690	Yes	9,631.30	120.		340.
G cross country					953.75	No	116.	52.		424.
B cross country					953.75	No	116.	52.		424.
G golf										
B golf	9	9			625	Yes	972.	205.		170.
G soccer										
B soccer										

* - Round off Expenditures to the nearest dollar.
DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9



**KHSAA TITLE IX RE-VISIT
BENEFITS - SUMMARY CHART 2
2008-2009 SCHOOL YEAR**

School FRANKLIN

BENEFITS

	COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS		COLUMN 2 NUMBER OF HOME *PRIME DATE* CONTESTS (either Friday, Saturday or Sunday)		COLUMN 3 EXPENDITURES FOR ALL COACHES' SALARIES*	COLUMN 4 IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N)	COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES*	COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES, CLINICS, CAMPS, WORKSHOPS, SEMINARS, COACHES ASSOC., ETC.*	COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.)	COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM*
	2007-2008	2008-2009	2007-2008	2008-2009						
G swimming										
B swimming										
G track	5				953.75	No	116.	52.		424.
B track	5				953.75	No	116.	52.		424.
G tennis	15				1250	Yes	626.	80.		124.
B tennis					1250	No	957.	80.		124.
G volleyball	17	18			1250	No	3623.	220.	231.	242.
B wrestling										
G (list sport)										
B football	10	10			17,000	Yes	17,042.	249.	599.	2,115.

* - Round off Expenditures to the nearest dollar

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 8 & 9



KHSAA TITLE IX RE-VISIT
BENEFITS – PUBLICITY
2008-2009 SCHOOL YEAR

KHSAA
Form T73
Rev. 08/08

School WALLEN

SUPPORT GROUPS

DIRECTIONS – Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2008-2009 school year? /
2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity.

Varsity Cheerleaders

3. Describe, in detail, the selection process for each named squad.

Sponsor picks The SQUAD.

4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow.

They cheer at all Home Games and some Close District Games.

5. Name any squad(s) that takes part in competitive cheerleading events.

Varsity Cheerleaders

6. Do you have any other school support groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned.

Pep Band Most Home Games



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION - SUMMARY CHART
2008-2009 SCHOOL YEAR**

School _____

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2002-2003	None Listed	None	N/A
2003-2004	Volleyball New uniforms + Equipment Softball Field ground broken separate girls locker room	Purchased all of the equipment + uniforms finished + completed completed	

Principal's Signature _____

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 14



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION - SUMMARY CHART
2008-2009 SCHOOL YEAR**

KHSAA
Form TT4
Rev. 08/08

School _____

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2004-2005	Cumberle Softball Field Build Concession Stand for Softball	Done Portable one has been used the first two years	WINTER 2007
2005-2006	CONSTRUCT CONCESSION STAND AREA	NOT DONE YET	

Principal's Signature _____

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 14



KHSAA TITLE IX RE-VISIT
 CORRECTIVE ACTION - SUMMARY CHART
 2008-2009 SCHOOL YEAR

School _____

KHSAA
 Form 174
 Rev. 08/08

SCHOOL YEAR	COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT	COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION	COLUMN 3 DATE CORRECTIVE ACTION WAS COMPLETED
2006-2007	<p>Best Teams for Softball + Tennis</p>	<p>Not Yet</p>	
2007-2008	<p>Best Teams for Softball + Tennis + Come up with a Plan for Awards Banquets</p>	<p>Not Yet Fall 2008</p>	

Principal's Signature _____

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGE 14



Kentucky High School Athletic Association

KHSAA Title IX Audit Visit Sign In Sheet

School: HARLAN

Date of Visit: 10-28-08

High School Title IX Coordinator: Kevin Bell 420 East Central Harlan Ky 40831 606-573-8750
Name Address Phone

District Level Title IX Coordinator: David R. Johnson 420 E. Central St. Harlan, KY 40831 606-573-8700
Name Address Phone

Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name	Title	Phone Number
<u>Gary W. Lawson</u>	<u>KHSAA</u>	<u>(502) 875-3817</u>
<u>Martha H. ...</u>	<u>KHSAA Auditor</u>	<u>(859) 299-5472</u>
<u>Janet B. Johnson</u>	<u>Head Football Coach</u>	<u>606-573-8750</u>
<u>Kevin Bell</u>	<u>A.D.</u>	<u>606-573-8750</u>
<u>Church Mitchell</u>	<u>Head Girls basketball coach</u>	<u>606-573-8750</u>
<u>David R. Johnson</u>	<u>Superintendent</u>	<u>606-573-8700</u>
<u>Kimberly A. Allison</u>	<u>Parent</u>	<u>606-573-8730</u>
<u>Bob ...</u>	<u>BD. OF EDUCATION</u>	<u>605-573-7360</u>



KHSAA TITLE IX RE-VISIT
(Form T-73)
2009-2010 SCHOOL YEAR

KHSAA Form T73
Rev. 04/09

School HARLAN INDEPENDENT

PUBLICITY -SUPPORT GROUPS

DIRECTIONS – Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2009-2010 school year? 1
2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity.

HARLAN VARSITY Cheerleaders

3. Describe, in detail, the selection process for each named squad.

Sponsor picks The SQUAD after a Three day TRYOUT

4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow.

They cheer AT ALL Home Games for football & Boys + Girls Basketball. They cheer for ALL away football games and The DISTRICT away games for Boys and Girls Basketball.

5. Name any squad(s) that takes part in competitive cheerleading events.

Same as # 2

6. Do you have any other school support groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned.

Pep Band Plays AT ALL Home Games unless The Marching band Members have a conflict.

Date: Tue, 10 Nov 2009 12:26:21 -0500
From: TITLE9 (Title 9 Audit)
To: stacy.noah@harlanind.kyschools.us
cc: kevin.ball@harlanind.kyschools.us
Reply-to: title9@khsaa.org
Subject: 2008-2009 Title IX Re-Visit Report-Martha Mullins

I will be faxing some notes taken on the athletic policies that the school submitted last school year. Please send in the information requested by **December 31, 2009.** I believe the policies submitted were a good start towards documenting the operation of the athletics program and better assuring gender equity. The information that I am asking for now will fill in some holes that might hinder that assurance.
Thank you for your cooperation.

Martha Mullins
Title IX Auditor

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

The focus of Corrective Action Plans was on the development of facilities and increasing expenditures for girls' sports.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

More systematic organization of the athletic program would alleviate the time restraints placed on school personnel who have limited time to oversee total operations. The school's permanent Title IX file was incomplete, and the absence of policies to guide the program was seen as a major drawback.

7. KHSAA Recommended Action in relation to new deficiencies

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- ✓ D. a listing of spaces suitable for use in physical training for each team, and an inventory of free weights available for female athletes in those spaces; a statement signed by the principal that a schedule of use was posted for each space
- ✓ E. a statement signed by the principal that a review of coaches' salaries had been made, and what the results of the analysis were.
- ✓ F. a listing of the number of team managers by sport

By, ~~February 1~~ ^{Dec. 31}, 2009, school personnel will submit a set of policies or guidelines, (in draft form if not approved by that date) for the following:

- Ⓐ distribution of uniforms and/or other athletic gear to teams, and a rotation plan for the purchase of new uniforms or replacements
- Ⓑ scheduling of practice space, weight rooms, and competitions
- Ⓒ travel and per diem
- Ⓓ selection and assignments of cheerleaders
- Ⓔ lettering awards; placement of other forms of recognition in the school building
- Ⓕ approval of purchases or provided services
- Ⓖ organizational structure or format for parental groups who fundraise for teams and the requirements for oversight by school personnel
- Ⓗ provision of meal service or snacks for HOME competitions

8. KHSAA Recommended Action in relation to reoccurring deficiencies

Home included

Printed

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

Form T-63
 Rev. 12/07

Sport	Number
Flag Football	8
Badminton	6
Wrestling	2
Ball	2

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

Sport	Number
Baseball	2
Basketball	3
Softball	10
Volleyball	6

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

- 42 I prefer other activities such as band, chorus, etc.
- 106 I don't have time
- 26 The practice schedules and game times are inconvenient
- 30 The sport I like isn't offered
- 20 It's too expensive
- 30 I prefer to participate in club or intramural sports
- 40 Working
- 32 Other:
Physicals, Parents, Coaches, School, Cut

Student Suggestions to encourage participation

- Flyers
- Free games
- More sports
- Sports Day like club day
- More Texts

Cindy Beals
 Principal's Signature

3-14-08
 Date

At Harlan High School the average salary for boys sport coaches is 2828.39. The average salary for girls sport coaches is 2322.25. There are many reasons to justify the difference in the averages.

One is that the larger amount for the salaries of the boy's sports (especially football) is because the football coaches are also responsible for the management of the weight room during the off-season. They work with all of the athletes and help facilitate the weight room.

Another reason is that there are more coaches for boy's sports that have to coach at times when school is not in session. There are six coaches of male sports that start July 15th and only one girl's coach. There is not enough interest in another sport for girls at this time. In the past we have had girls golf and girls cross country, but we have not had them for a couple of years.

Why is the volleyball coach given an extra stipend for preseason training of that team?

KHSAA STAFF

Brigid DeVries, Commissioner bdevries@khsaa.org
Michael Barren, Assistant Commissioner mbarren@khsaa.org
Darren Bilberry, Assistant Commissioner dbilberry@khsaa.org
Butch Cope, Assistant Commissioner bcope@khsaa.org
Julian Tackett, Assistant Commissioner jtackett@khsaa.org
George Fletcher, Legal Counsel gfletcher@khsaa.org
Elden May, Sports Information Director emay@khsaa.org
Darlene Koszenski, Office Manager/Admin. Asst. darlenek@khsaa.org
Marsha Day, Admin. Support Specialist mday@khsaa.org
Cheryl Goodwin, Admin. Support Specialist cgoodwin@khsaa.org
Fay Isaacs, Admin. Support Specialist fisaacs@khsaa.org
Marilyn Mitchell, Admin. Support Specialist mmitchell@khsaa.org
Phyllis Sallee, Admin. Support Specialist psallee@khsaa.org
John Ginn, Physical Plant Director jginn@khsaa.org
Brent Miller, Administrative Intern bmiller@khsaa.org



Kentucky High School Athletic Association
2280 Executive Drive
Lexington, KY 40505
Phone: (859) 299-5472 • Fax: (859) 293-5999
www.khsaa.org
(a kentucky.com affiliate)

SPORTS FAX COVER SHEET

TO: KEVIN BALL	FROM: MARTHA MOLLINS
SCHOOL/COMPANY: HARLAN H.S.	DATE: 11/30/09
FAX NUMBER: 606-573-8760	TOTAL PAGES (Inc. cover): 17
PHONE NUMBER: 606-573-8750	RE: TITLE IX COMPLIANCE

2009-2010 KHSAA STATE CHAMPIONSHIPS

Oct. 5-7	Leachman Buick/GMC-KHSAA Boys' Golf	Bowling Green Country Club
Oct. 8-10	Leachman Buick/GMC-KHSAA Girls' Golf	Bowling Green Country Club
Oct. 30-31	Girls' Volleyball	Regents Hall, NKU Highland Heights
Nov. 4,5-7	Boys' & Girls' Soccer	Toyota Stadium, Georgetown
Nov. 14	Boys' & Girls' Cross Country	Ky. Horse Park, Lexington
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June 11-12	Fast Pitch Softball	Jack Fisher Park, Owensboro
June 14-19	Forch Bank/KHSAA Baseball	Applebee's Park, Lexington

NOTES:

HERE IS THE INFORMATION
FAXED WHICH REQUESTS
RE-SUBMISSIONS OR RESPONSE.
CONTACT ME IF YOU NEED
HELP READING MY WRITING.

I AM RE-FAXING 12
PAGES THAT MAY HAVE
NOT COME THROUGH
ADEQUATELY.

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herein is confidential and should be delivered at its earliest
convenience to the person whose name is listed above.

E-2) BUSY E-4) NO FACSIMILE CONNECTION

REASON FOR ERROR
E-1) HANG UP OR LINE FAIL
E-3) NO ANSWER
E-5) MAIL SIZE OVER

3498 MEMORY TX 03 : 16065738760 OK 3/3
TRANSMITTED/STORED : NOV. 30. 2009 11:28AM
FILE MODE OPTION ADDRESS RESULT PAGE
FAX HEADER 1 : KHSAA
FAX HEADER 2 : KY High School Athletic Assoc.
COMMUNICATION RESULT REPORT (NOV. 30. 2009 11:33AM) * * *
P. 1

Rec'd by Jns 12/14/2009

JS

OK

Awards Banquet Policy

Beginning in 2008-2009 each sport at Harlan High School will have their sports banquets using the following guidelines:

- 1, The location of the banquet will be the school cafeteria unless there is a scheduling conflict. If there is a conflict the location must be approved by the athletic director.
2. Seniors will all receive the same award for their participation in each sport.
3. Each sport that gives out individual awards must base those awards on recorded stats for that particular sport. The list of awards must be approved by the athletic director prior to the banquet.
4. Sports which have both male and female teams must give out the same type of awards unless a unique circumstance arises. (Ex. Player of the year in the county.)
5. Food for the banquet will be provided by the cafeteria workers or brought by the parents of the players.
6. Once every four years, if the sport would like to do a special banquet which is different from the above they may do so if it passes approval of the athletic director.
7. Total cost should vary only according to the number of players and awards for each sport.
8. Basketball banners are hung in the gym for former coaches or players who achieve a unique status in high school or go on to college and receive unique status. (Ex. Charles Thomas Mr. Basketball) The criteria for a banner is not easily achieved.

Stacy Wash

OK

Harlan High School Cheerleading Selection And Assignment Guidelines

Harlan High School has one varsity cheerleading squad. This squad will be selected in the spring of the year. The date for tryouts may vary, but they will always be scheduled with the spring sports in mind to avoid as many conflicts as possible. There will be two days of practice for routines and stunts before the actual tryout day. The current sponsor in a closed format will select the squad.

The squad will cheer for all football games, all home boys and girls basketball games and all away district games. If either basketball team makes post season tournaments the squad will also cheer at those games. In a given year this may not be the same exact number of games for both boys and girls, but over a five-year period the average games for each team should be very similar.

Once football season is over if anyone quits the squad then there can be an additional tryout to add members to the squad. If a cheerleader quits the squad they will have to wait until the current season is completed before being able to participate in other sports.

OK

Sport	Locker Room Location	Coaches Office	Storage
✓ Football	Joe Gilly Complex	Joe Gilly Complex	Joe Gilly Complex
✓ Volleyball	Downstairs in gym	Downstairs in gym	Art room
	High school side	Old bball office	
✓ Golf	Harlan Country Club	Harlan Country Club	High School office
✓ Cross Country	Joe Gilly Complex	Joe Gilly Complex	Joe Gilly Complex
✓ Girls Basketball	Downstairs in gym	Downstairs in gym	Downstairs in gym
	Middle school end	Middle school end	Middle school end
✓ Boys Basketball	Downstairs in gym	Downstairs in gym	Downstairs in gym
	High school end	High school end	High school end
✓ Baseball	Joe Gilly Complex	Joe Gilly Complex	Baseball field
✓ Softball	Behind softball dugout	Behind softball dugout	Behind softball dugout
✓ Track	Joe Gilly Complex	Joe Gilly complex	Joe Gilly complex
✓ Tennis	Softball Field	Softball Field	Softball Field

Joe Gilly FB

Joe Gilly FB

Received
11/16/09
OK

Each sports team is responsible for selecting their managers and auxiliary personnel for each sport. The guidelines they must follow are as follows:

1. One adult or student to film when needed.
2. No more than two managers per team based on need of team.
3. Managers have to remain eligible just like the players as far as grades, drug testing, attendance, etc.
4. Managers are never to be left in charge of a practice or other team event.
5. Each team can have volunteer coaches based on approval from site-based council and also based on need. When boys and girls teams add a volunteer, the other sport is encouraged to do the same to keep the number of coaches equal.

KHSAA STAFF

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Darren Bilberry, Assistant Commissioner dbilberry@khsaa.org
Butch Cope, Assistant Commissioner bcope@khsaa.org
Julian Tackett, Assistant Commissioner jtackett@khsaa.org
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Elden May, Sports Information Director emay@khsaa.org
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SPORTS FAX COVER SHEET

TO: STACY NOAH	FROM: MARTHA MULLINS
SCHOOL/COMPANY: HARLAN H.S.	DATE: 11/10/09
FAX NUMBER: 606-573-8760	TOTAL PAGES (inc. cover): 4
PHONE NUMBER: 606-573-8760	RE :

2009-2010 KHSAA STATE CHAMPIONSHIPS

Oct. 5-7	Leachman Buick/GMC-KHSAA Boys' Golf	Bowling Green Country Club
Oct. 8-10	Leachman Buick/GMC-KHSAA Girls' Golf	Bowling Green Country Club
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June 11-12	Fast Pitch Softball	Jack Fisher Park, Owensboro
June 14-19	Forcht Bank/KHSAA Baseball	Applebee's Park, Lexington

NOTES:

~~_____~~
~~_____~~
~~_____~~
~~_____~~

HERE ARE SOME OTHER GUIDELINES THAT WERE DUE IN FEBRUARY, 2009. PLEASE ADD THIS TO THE INFORMATION REQUESTED BY DECEMBER 31, 2009. BEST WISHES.

CONFIDENTIAL: Please keep in mind the information herein is confidential and should be delivered at its earliest convenience to the person whose name is listed above.



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TO: STACY NOAH	FROM: MARTHA MULLINS
SCHOOL/COMPANY: HARLAN H.S.	DATE: 11/10/09
FAX NUMBER: 606-573-8760	TOTAL PAGES(inc. cover): 4
PHONE NUMBER: 606-573-8760	RE :

NOTES:

HERE ARE THE POLICIES I
MENTIONED IN MY EMAIL.
LET ME KNOW IF I CAN
BE OF ASSISTANCE

CONFIDENTIAL: Please keep in mind the information herein is confidential and should be delivered at its earliest convenience to the person whose name is listed above.

E-4) BUSY NO FACSIMILE CONNECTION
E-2) BUSY

REASON FOR ERROR
(1) HANG UP OR LINE FAIL
(2) NO ANSWER
(3) MAIL SIZE OVER

3174 MEMORY TX 03 : 16065738760 OK 4/4
TRANSMITTED/STORED : NOV. 10. 2009 12:33PM
FILE MODE ADDRESS RESULT PAGE
FAX HEADER 1: KHSAA
FAX HEADER 2: KY High School Athletic Assoc.

* * * COMMUNICATION RESULT REPORT (NOV. 10. 2009 12:35PM) * * *

HARLAN

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SPORTS FAX COVER SHEET

TO: STACY NOAH	FROM: MARTHA MULLINS
SCHOOL/COMPANY: KHSAA	DATE: 1/5/10
FAX NUMBER: 606-573-8750	TOTAL PAGES (inc. cover): 11
PHONE NUMBER: 606-573-8750	RE: TITLE IX Policies

2009-2010 KHSAA STATE CHAMPIONSHIPS

Oct. 5-7	Leachman Buick/GMC-KHSAA Boys' Golf	Bowling Green Country Club
Oct. 8-10	Leachman Buick/GMC-KHSAA Girls' Golf	Bowling Green Country Club
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NOTES:

SEE COVER MEMO

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E-2) BUSY E-4) NO FACSIMILE CONNECTION

REASON FOR ERROR
E-1) HANG UP OR LINE FAIL
E-3) NO ANSWER
E-5) MAIL SIZE OVER

3869 MEMORY TX G3 : 16065738760 OK 11/11

TRANSMITTED/STORED : JAN. 5. 2010 4:35PM FILE MODE OPTION ADDRESS RESULT PAGE

FAX HEADER 1: KHSAA
FAX HEADER 2: KY High School Athletic Assoc.

* * * COMMUNICATION RESULT REPORT (JAN. 5. 2010 4:40PM) * * *

January 5, 2010

TO: Stacy Noah

FROM: Martha Mullins
Title IX Auditor

RE: Assistance with policies submitted on December 14, 2009

As I have said before, there has been a good start on generating policies to guide the school's athletics program, which will serve to document the intent of school personnel to provide fair treatment for all athletes. I have read over what was submitted and am asking you to review my comments and make some adjustments in the way the policies are written. I hope this will help the process.

*5/6/10
Addressed*

First of all, the schedule of use of the weight room facilities and the gym for the fall semester and January, 2010, show a fair rotation of use, especially for the weight facilities. There needs to be an opening statement or two in a cover page that explains how the schedule was derived, i.e., that teams rotate by the week, and that the teams in season have priority for use.

*5/6/10
Addressed*

I am concerned about the gym schedule, however, in relation to volleyball and priority of use. Since the schedule submitted began with the month of September, I have no way of knowing if the volleyball team used it as a priority from July 15 until September 1. In September and October it looks like the volleyball team does not have priority on use. It looks like some flexibility could be utilized also when teams that are scheduled for the gym are not practicing, which would allow the volleyball team to practice early, i.e., on September 4. Another concern is the fact that basketball open gym has priority over volleyball when volleyball is in season and basketball is not. In addition, volleyball practices do not follow a generally accepted pattern for scheduled practices according to the calendar submitted. Given the issues regarding volleyball outlined in the on-site visit report from last school year, continued monitoring of the progress made to improve the volleyball program is critical.

Concerning the policies on provision of athletic gear, I have composed a format for consideration which should make clear what the school's position is on the provision of uniforms and other such apparel. I think what was submitted was not quite as specific as was needed. The basic approach of evaluation after a four-year period is acceptable, but other topics needed to be addressed.

The matter of coaches' salaries needs review from the standpoint of what criteria are used to determine the amount. I have asked some questions that should provide guidance as the explanation or as documentation that no gender bias is at work.

The awards system policies are adequate. No further action is needed.

In terms of policies to be put in place that describe the organizational structure for parental support groups in relation to the school, the forms that were sent reflect the policies but they do not state the policies. The policies have to be surmised instead of being direct statements that leave no doubt that school oversight is guaranteed, and that the oversight insures that compliance with Title IX will be monitored. I am returning two pages for review.

Two other policy areas still need further development: Travel and Weight Training Facilities. (Attached)

I hope this correspondence will help in shoring up the need to have written policies, schedules, and charts in place to assure compliance with KHSAA standards. Please contact me if I can assist you in reading my writing, explaining viewpoints, or evaluating your submissions further. During this bad weather I will have a copy of this material at home with me. Feel free to contact me there: 859-269-3394, or email me at martha.mullins@insightbb.com.

PLEASE SUBMIT RESPONSES AS AN ATTACHMENT TO THE SCHOOL'S ANNUAL TITLE IX REPORT, DUE APRIL 15, 2010.

Best wishes.

HARLAN HIGH SCHOOL ATHLETIC GEAR POLICIES

Harlan High School will provide game uniforms to all sports teams. A rotation plan will assure each sport team will perform an evaluation of current uniforms every four years in order to qualify for an opportunity to purchase new uniforms. Uniforms will be of the same quality for both boys and girls.

1. ROTATION PLAN

(LIST TEAMS, BY SCHOOL YEAR)

2. UNIFORM REPLACEMENT

(POLICY SHOULD ADDRESS CIRCUMSTANCES BETWEEN ROTATION YEARS DUE TO NEED FOR LARGER OR SMALLER SIZES, WEAR AND TEAR, ETC.)

3. PRACTICE UNIFORMS

POLICY SHOULD CONFIRM PURCHASE AND DISTRIBUTION WOULD BE ALLOWED FOR BOYS AND GIRLS ALIKE, ACCORDING TO THE RATIO OF PARTICIPATION OF EACH IN THE ATHLETICS PROGRAM, AND IN KEEPING WITH REQUIREMENTS AND TRADITIONS OF THE SPORT)

4. SHOES

(SAME AS ABOVE. IN ADDITION, THE POLICY SHOULD ADDRESS SPECIALITY ITEMS SUCH AS CLEATS.)

5. WARM-UP APPAREL AND OUTDOOR GEAR

(SEE 3. ABOVE)

6. PERSONAL ITEMS AND SAFETY GEAR

(POLICY SHOULD ADDRESS WHAT ITEMS WILL BE THE RESPONSIBILITY OF THE ATHLETE AND WHAT SAFETY GEAR. LIKE KNEE AND ELBOW PADS OR ANKLE BRACES, WILL BE PROVIDED BY THE SCHOOL)

Harlan Independent Schools Athletic Gear
Rotation Plan
(Draft)

Every four years teams will evaluate the condition of their uniforms. If that evaluation shows a need for uniforms then the team will be able to purchase replacement uniforms and will pass the others down to either a junior varsity level or even the middle school level. If the uniforms are still in good shape then the team can reevaluate each year until new uniforms are purchased and then the four year period will start again. If a team wants to get home and away uniforms during different years then they can get them two years apart (if needed) as long as each set has been used for at least four years. Ex. 2006 new home uniforms, 2008 new away uniforms, 2010 new home uniforms etc. It is suggested that the major sports try to not all get uniforms in the same school year due to the likelihood of

At Harlan High School the average salary for boys sport coaches is 2828.39. The average salary for girls sport coaches is 2322.25. There are many reasons to justify the difference in the averages.

One is that the larger amount for the salaries of the boy's sports (especially football) is because the football coaches are also responsible for the management of the weight room during the off-season. They work with all of the athletes and help facilitate the weight room.

Another reason is that there are more coaches for boy's sports that have to coach at times when school is not in session. There are six coaches of male sports that start July 15th and

only one girl's coach. There is not enough interest in another sport for girls at this time.

In the past we have had girls golf and girls cross country, but we have not had them for a couple of years.

Stacy Noah

Volleyball? Does the coach get extra money for pre-season training like the football coaches? Do the coaches of baseball & softball get extra money for Spring Break? Do basketball coaches get extra money for Christmas holidays?

HARLAN INDEPENDENT

SUPPORT/BOOSTER ORGANIZATIONS USING EXTERNAL ACCOUNTS

AUTHORITY:

1. Raise funds through board approved activities on and off school property in the name of the school or school activity and maintain those funds in a separate bank account.

RESPONSIBILITIES:

1. A support/booster organization using external accounts shall not use the state tax exempt or federal identification number of the school or district but shall obtain a state tax exempt number specifically and only for the use of the support/booster organization. A federal identification number, specifically and only for the use of the support/booster organization, shall also be obtained if required for federal reporting purposes.
2. Submit the names of the club officers to the principal at the beginning of the school year or within thirty days of the first transaction of the organization.
3. Submit an annual Support/Booster Organization Budget Worksheet (Form F-SA-4B) to the principal within the first thirty days of the school year or within thirty days of the first transaction of the group showing estimated revenues from admissions, fundraisers, dues, concession sales, and other categories, and estimated expenditures by category.
4. Ensure funds are expended in accordance with the purpose and intended use only. *How?*
5. Submit an annual financial report to the principal by July 25 for the year ending June 30. The annual financial report shall contain receipts from admissions, fundraisers, dues, concession sales, and other categories; expenditures by payee; and beginning and ending balances.
6. Ensure compliance with Title IX issues as it relates to fund-raising and expenditures. *How?*

How does the booster club ensure compliance?

How does the school administration ensure compliance?

Answering these questions in written policy would provide a guideline for everyone and provide for documentation of the fact that oversight is built into the spending for athletes of both genders.

L

Suggestion

SCHOOL ACTIVITY FUND
FUND RAISER APPROVAL

School
Activity Fund
Sponsor
Date Submitted

Purpose of fund-raising activity:

Beneficiary of fund-raising activity:

Date(s) scheduled:

Names of adult supervisors at activity (chaperones, custodians, etc.):

Recommended: YES NO YES NO NO

Assistant Director *School Title IX Coordinator*

Approved/Not Approved: _____

E

Principal _____ Date _____
TITLE IX DISTRICT COORDINATOR _____ _____ *JATE*

SBDM Council (If Council Policy) _____ Date _____

Superintendent (If School-Wide Fund Raiser) _____ Date _____

Pre-game meals

Teams only buy their teams meals on days they have a game that requires leaving as soon as a bus is available. Each team that has a game like this will buy their team something to eat while they wait on the bus to pick them up for the game. This happens only a few times in a given season and could not happen even once in some seasons. Coaches are encouraged to do this for each sport when the time problem is a factor.

TRAVEL + PER DIEM

How do teams travel

Who pays for meals for away games

Who approves overnights; who pays for lodging

Who approves out-of-state travel

How is gender equity monitored for overnight trips

Weight training facilities

1. Joe Gilly Complex weight room.
 - A. Dumbbells ranging from 15 to 100 lbs.
2. Down stairs in the high school gym.
 - A. Dumbbells ranging from 5 to 45 lbs.

We need the Principal's signature on a statement that the school has been funded

Who schedules?

Either one of the facilities can be used by any sport if it is available. The Joe Gilly weigh room is primarily for all fall and spring sports. The gym weight room is primarily for the girls and boys basketball teams, but is available to any group who wants to sign up for it. In the future we will try to get more female friendly weights for both facilities.

where?

When? What priority does this have?

Statement of intent...

(3) L

(4) T

HARLAN INDEPENDENT

Page 1 of 1

Date: Tue, 10 Nov 2009 12:26:21 -0500
From: TITLE9 (Title 9 Audit)
To: stacy.noah@harlanind.kyschools.us
cc: kevin.ball@harlanind.kyschools.us
Reply-to: title9@khsaa.org
Subject: 2008-2009 Title IX Re-Visit Report-Martha Mullins

I will be faxing some notes taken on the athletic policies that the school submitted last school year. Please send in the information requested by **December 31, 2009**. I believe the policies submitted were a good start towards documenting the operation of the athletics program and better assuring gender equity. The information that I am asking for now will fill in some holes that might hinder that assurance. Thank you for your cooperation.

Martha Mullins
Title IX Auditor

Action Plans (1-60) from school years 2005-2006 through 2007-2008 onto the Re-visit form T-74.

By December 31, 2008, school personnel will submit:

- ✓ A. a listing of locker room/dressing area assignments for all teams
- ✓ B. a listing of storage space for athletic equipment/uniforms for each team
- ✓ C. a listing of offices or other space that serves as a locality for coach/athlete communication or conference for each team
- ✓ D. a listing of spaces suitable for use in physical training for each team, and an inventory of free weights available for female athletes in those spaces; a statement signed by the principal that a schedule of use was posted for each space
- ✓ E. a statement signed by the principal that a review of coaches' salaries had been made, and what the results of the analysis were.
- F. a listing of the number of team managers by sport

By ^{Dec 31,} ~~February 1,~~ 2009, school personnel will submit a set of policies or guidelines, (in draft form if not approved by that date) for the following:

- ⓐ distribution of uniforms and/or other athletic gear to teams, and a rotation plan for the purchase of new uniforms or replacements
- ⓑ scheduling of practice space, weight rooms, and competitions
- ⓒ travel and per diem
- ⓓ selection and assignments of cheerleaders
- ⓔ lettering awards; placement of other forms of recognition in the school building
- ⓕ approval of purchases or provided services
- ⓖ organizational structure or format for parental groups who fundraise for teams and the requirements for oversight by school personnel
- ⓓ provision of meal service or snacks for HOME competitions

8-KHSAA Recommended Action in Relation to Recurring Deficiencies

**SCHOOL ACTIVITY FUND
FUND RAISER WORKSHEET**

School
Activity Account
Date
Fund Raiser

1. Total Count of Items to be sold

2. Item	Count x	Sales Price =	Budget Sales
Total count must equal Line 1.			

Total Budgeted Sales

3. Receipts

Date	Amount	Date	Amount

Total Receipts

4. Expenses

Date	Check #	Amount	Date	Check #	Amount

Total Expenses

5. Total Count of Unsold Items

6. Item	Count x	Sales Price =	Unsold Items
Total count must equal Line 5.			

**Total Value
of Unsold Items**

- 7. Anticipated Profit (Line 2 - Line 4)
- 8. Value of Unsold Items (Line 6)
- 9. Subtotal (Line 7 - Line 8)
- 10. Actual Profit (Line 3 - Line 4)
- 11. Cash Over/Short (Line 9 - Line 10)
- 12. Explain Over/Short _____

Disposition of Unsold Items:
 Returned
 Held for Next Fund Raiser
 Other (Please explain)

Investigate significant differences immediately.

Sponsor _____

Principal _____

* - Must be turned in to principal within one week of the termination of fund raising event.

September 2009

Gym Schedule

- ☐ Middle School
- ☐ Entourage
- ☐ Gifts Basketball
- ☐ Work
- ☐ Volleyball
- ☐ Softball
- ☐ Boys Basketball
- ☐ Cheerleaders
- ☐ Tennis
- ☐ Untitled 3
- ☐ Untitled

August 2009	September 2009	October 2009
S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
6 ☐ 3:30 PM 5/6/7/8 practice ☐ 6:30 PM volleyball practice	7 ☐ 9:00 AM GBB open gym ☐ 4:30 PM 4/5/6/7/8 @ Cumberlandian ☐ 6:30 PM volleyball practice	8 ☐ 12:00 PM Sekc meet- ing ☐ 3:30 PM 5/6/7/8 practice ☐ 6:30 PM volleyball practice	9 ☐ 3:30 PM GBB open gym ☐ 3:30 PM 5/6/7/8 practice ☐ 3:30 PM Site base practice	10 ☐ 3:30 PM GBB open gym ☐ 3:30 PM 5/6/7/8 practice ☐ 5:30 PM VB @ Knox Central	11 ☐ 8:00 AM Pay day ☐ 3:30 PM GBB open gym ☐ 3:30 PM 5/6/7/8 practice	12 ☐ 5:30 PM VB vs Corbin
13 ☐ 3:30 PM GBB open gym ☐ 5:30 PM VB Jenkins ☐ 5:30 PM 4/5/6/7/8/ @ACES	14 ☐ 3:30 PM GBB open gym ☐ 3:30 PM 5/6/7/8 practice ☐ 5:30 PM VB @ Bell Co	15 ☐ 3:30 PM GBB open gym ☐ 3:30 PM BB open ☐ 3:30 PM 5/6/7/8 ☐ 5:30 PM VB Middles-	16 ☐ 3:30 PM 5/6/7/8 practice ☐ 3:30 PM BB open gym	17 ☐ 3:30 PM GBB open gym ☐ 4:30 PM 4/5/6/7/8 Rosspoint	18 ☐ 3:30 PM GBB open gym ☐ 3:30 PM 5/6/7/8 practice	19
20 ☐ 3:30 PM GBB open gym ☐ 4:30 PM 4/5/6/7/8 @ Black Mountain ☐ 5:30 PM VB Corbin	21 ☐ 3:30 PM GBB open gym ☐ 3:30 PM BB open ☐ 3:30 PM 5/6/7/8 ☐ 5:30 PM VB Middles-	22 ☐ 3:30 PM 5/6/7/8 practice ☐ 3:30 PM BB open gym	23 ☐ 3:30 PM 5/6/7/8 practice ☐ 3:30 PM BB open gym	24 ☐ 3:30 PM 5/6/7/8 practice ☐ 3:30 PM GBB open gym ☐ 5:30 PM Math work- ☐ 5:30 PM VB @ Red	25 ☐ 8:00 AM Pay day ☐ 3:30 PM GBB open gym ☐ 3:30 PM 5/6/7/8 practice ☐ 5:00 PM Ms cheer-	26 ☐ 9:00 AM MS chee- leaders
27 ☐ 4:30 PM 4/5/6/7/8 Wallins	28 ☐ 3:30 PM Math im- provement ☐ 4:30 PM 4/5/6/7/8 @ Everts ☐ 5:30 PM VB @ Harlan Co	29 ☐ 3:30 PM 5/6/7/8 practice	30			
MS cheerleaders						

November 2009

John Sheehy

- ☐ Middle School
- ☐ Entourage
- ☐ Girls Basketball
- ☐ Work
- ☐ Volleyball
- ☐ Softball
- ☐ Boys Basketball
- ☐ Cheerleaders
- ☐ Tennis
- ☐ Untitled 3
- ☐ baseball
- ☐ Untitled

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

☐ 2:00 PM GBB FR practice	☐ 3:30 PM BB practice ☐ 5:30 PM GBB practice	☐ 3:30 PM GBB practice ☐ 5:30 PM BB practice ☐ 5:30 PM GBB practice	☐ 3:30 PM GBB practice ☐ 5:30 PM BB practice ☐ 5:30 PM GBB practice	☐ 3:30 PM GBB practice ☐ 5:30 PM BB practice ☐ 5:30 PM GBB practice	☐ 8:00 AM Pay day ☐ 3:30 PM BB practice ☐ 5:00 PM 5/6 @ Ca-wood	☐ 10:00 AM GBB FR practice ☐ 12:00 PM 7/8 @ Green Hill
☐ 2:00 PM GBB FR practice	☐ 3:30 PM BB practice ☐ 5:30 PM 5/6/7/8 vs Black Mountain ☐ 5:30 PM GBB practice	☐ 3:30 PM BB practice ☐ 5:30 PM GBB practice ☐ 5:30 PM 5/6/7/8 @Cawood	☐ 3:30 PM BB practice ☐ 5:30 PM GBB practice ☐ 5:30 PM BB practice	☐ 3:30 PM BB practice ☐ 5:30 PM SEKC panorama@ Knox Central	☐ 8:00 AM Pay day ☐ 3:30 PM BB practice ☐ 5:30 PM GBB practice	☐ 8:00 AM 7/8 cheerleaders ☐ 11:00 AM GBB Scrimmage @ Hazard ☐ 3:00 PM 7/8 @
☐ 1:30 PM FR practice	☐ 3:30 PM GBB practice ☐ 6:00 PM SEKC @ Mid-diesboro ☐ 6:00 PM 5/6/7/8 vs pineville ☐ 6:00 PM 5/6/7/8 @	☐ 3:30 PM GBB practice ☐ 5:30 PM 5/6/7/8 @ Wallins ☐ 5:30 PM BB practice	☐ 9:00 AM GB practice ☐ 3:00 PM GB practice ☐ 3:00 PM BB practice ☐ 4:30 PM BB practice		☐ BB Scrim... @ Hazard	☐ 4:00 PM GB shoot around
☐ 1:30 PM GB practice ☐ 3:00 PM BB practice ☐ 7:00 PM 7/8 practice	☐ 3:30 PM BB practice ☐ 6:00 PM GBB @Lynn Camp ☐ 6:00 PM 5/6/7/8 vs Pineville	☐ 3:30 PM BB practice ☐ 6:00 PM GBB @Lynn Camp ☐ 6:00 PM 5/6/7/8 vs Pineville				

October 2009 November 2009 December 2009

S M T W T F S S M T W T F S S M T W T F S

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

December 2009

Byron Scholke

- ☐ Middle School
- ☐ Girls Basketball
- ☐ Volleyball
- ☐ Boys Basketball
- ☐ baseball
- ☐ Entourage
- ☐ Work
- ☐ Softball
- ☐ Cheerleaders
- ☐ Tennis
- ☐ Unified 3
- ☐ Unified

November 2009	December 2009	January 2010
S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>1:30 PM CB practice</p> <p>3:00 PM CB practice</p> <p>7:00 PM 7/8 practice</p>	<p>4:30 PM BB practice</p> <p>5:00 PM 4/5/7/8 vs</p> <p>6:00 PM GBB @ Yrn Camp</p>	<p>3:30 PM GBB practice</p> <p>6:00 PM BB Lee Co VA</p>	<p>10:30 AM EKU math meeting</p> <p>3:30 PM BB practice</p> <p>5:30 PM GBB practice</p>	<p>3:30 PM BB practice</p> <p>4:00 PM commish visit</p> <p>5:30 PM 5/6/7/8 @ EVARTS</p> <p>6:00 PM GBB Bell Co.</p>	<p>8:00 AM Pay day</p> <p>3:30 PM BB practice</p> <p>5:30 PM GBB practice</p>	<p>12:00 PM 5/6/7/8 vs Barbouville</p> <p>5:00 PM GBB Barbourville</p> <p>7:30 PM BB Knox Central</p>
<p>2:00 PM fr practice</p>	<p>6:00 PM BB Barbourville</p> <p>6:00 PM GBB FR JV@Harlan Co</p>	<p>5:00 PM GBB @ Knox Central</p> <p>5:30 PM 5/6/7/8 vs Green Hills</p>	<p>6:00 PM BBJV @ Leslie</p>	<p>5:30 PM 5/6/7/8 @ Cumberland</p> <p>6:00 PM BBJV @ pineville</p>	<p>6:00 PM GBB Cumberland Gap</p> <p>6:30 PM GBB Cumberland Gap</p>	<p>6:00 PM GBB Barbourville</p> <p>10:00 AM 7/8 cl practice</p>
<p>6:00 PM BB Jenny Wiley Tourney</p>	<p>12:00 PM BB practice</p> <p>5:30 PM 5/6/7/8 vs Cawood</p>	<p>12:00 PM BB practice</p> <p>6:00 PM GBB JV FR Pineville</p>	<p>11:00 AM BB JV Knox Central</p> <p>12:00 PM Fr practice</p> <p>1:00 PM BB practice</p>	<p>BB Tour... Yrn Camp</p> <p>1:00 PM 5/6/7/8 vs Rosspoint</p>	<p>BB Tour... Yrn Camp</p> <p>8:00 AM Pay day</p> <p>3:30 PM CL practice</p> <p>6:00 PM GBB Jenny Wiley Tourney</p>	<p>BB Tour... Yrn Camp</p> <p>6:00 PM GBB Jenny Wiley Tourney</p>
<p>BB Tourn...alachia VA</p> <p>2:00 PM GBB South Laurel tournament</p> <p>3:00 PM BB practice</p>	<p>BB Tourn...alachia VA</p> <p>5/6/7/8 ent home</p> <p>2:00 PM GBB South Laurel tournament</p>	<p>5/6/7/8 ent home</p> <p>BB Tourn...alachia VA</p> <p>2:00 PM GBB South Laurel tournament</p>	<p>BB Tourn...alachia VA</p> <p>5/6/7/8 ent home</p> <p>2:00 PM GBB South Laurel tournament</p>	<p>BB Tourn... Yrn Camp</p> <p>5/6/7/8 ent home</p>	<p>BB Tourn... Yrn Camp</p> <p>5/6/7/8 ent home</p>	<p>BB Tourn...alachia VA</p> <p>5/6/7/8 ent home</p>

January 2010

LeYn Schaefer

- ☑ Middle School
- ☑ Girls Basketball
- ☑ Volleyball
- ☑ Boys Basketball
- ☑ Entourage
- ☑ Work
- ☑ Softball
- ☑ Cheerleaders
- ☑ Tennis
- ☑ Unified 3
- ☑ Unified

December 2009	January 2010	February 2010
S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

Sunday Monday Tuesday Wednesday Thursday Friday Saturday

BB Tour...alackia VA 7:00 PM GBB South Ladies Tournament 3:00 PM GBB practice	BB Tour...alackia VA 3/6/7/8 @ home 2:30 PM GBB South Ladies Tournament	BB Tour...alackia VA 5/6/7/8 current home 2:30 PM GBB South Ladies Tournament	BB Tour...alackia VA 1/6/7/8 current home 2:00 PM GBB South Ladies Tournament	BB Tour...alackia VA 5/6/7/8 vs Wallins 6:00 PM GBB JV FR @ Pineville 6:00 PM BB JV @ Mid-	8:00 AM Pay day	6:00 PM GBB @ Harlan Co.
3:00 PM BB practice	6:00 PM GBB JV FR Bell Co	6:00 PM BB @ South Laurel	5:30 PM 5/6/7/8 vs Wallins 6:00 PM GBB JV FR @ Pineville 6:00 PM BB JV @ Mid-	1:00 PM 5/6/7/8 @ JACE	1:00 PM BB @ Jack- son Co 2:00 PM BB @ Jack- son Co 5:00 PM Class A vs	1:00 PM BB @ Jack- son Co 2:00 PM BB @ Jack- son Co 5:00 PM Class A vs
5:30 PM 5/6/7/8 @ Black Mountain	10:00 AM Class A semi 6:00 PM BB @ Harlan Co	10:00 AM Class A semi 6:00 PM BB @ Harlan Co	10:00 AM Class A fi- nal	8:00 AM Pay day 6:00 PM BB Bell Co	11:00 AM BB JV Pineville 2:00 PM 5/6/7/8 evarts 6:00 PM GBB Leslie	11:00 AM BB JV @ Knox Central 3:00 PM GBB Pineville
1:00 PM New Event 6:00 PM Class A @ Middlesboro 6:00 PM GBB Harlan Co.	BB Tour...alackia VA 5:30 PM 5/6/7/8 @ Green Hills	BB Tour...alackia VA 5:30 PM 5/6/7/8 @ Green Hills	BB Tour...alackia VA 6:00 PM GBB JV FR Knox Central	BB Tour...alackia VA 6:00 PM GBB @ Jack- son Co. 6:00 PM 5/6/7/8 vs	6:00 AM BB @ Har- lan Co.	6:00 AM BB @ Har- lan Co.
6:00 PM BB Middles- boro 6:00 PM GBB Mid- dlesboro	6:00 PM BB Middles- boro 6:00 PM GBB Mid- dlesboro	6:00 PM BB Middles- boro 6:00 PM GBB Mid- dlesboro	6:00 PM GBB JV FR @ Bell Co	8:00 AM Pay day 6:00 PM BB @ Bell Co		
1:00 PM Math meet- ing in richmond						

September 2009

Gym Weight Room
Schedule

Weight lifting

August 2009							September 2009							October 2009										
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S				
							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
							16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

November 2009

Football weight team

weight lifting

October 2009	November 2009	December 2009
S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 3:30 PM Softball Weight lifting	2 3:30 PM Softball Weight lifting	3 3:30 PM baseball Weight lifting	4 3:30 PM Softball Weight lifting	5 3:30 PM baseball Weight lifting	6 3:30 PM Softball Weight lifting	7 3:30 PM Softball Weight lifting
8 3:30 PM baseball Weight lifting	9 3:30 PM Softball Weight lifting	10 3:30 PM Softball Weight lifting	11 3:30 PM baseball Weight lifting	12 3:30 PM Softball Weight lifting	13 3:30 PM baseball Weight lifting	14 3:30 PM Softball Weight lifting
15 3:30 PM Softball Weight lifting	16 3:30 PM Softball Weight lifting	17 3:30 PM baseball Weight lifting	18 3:30 PM Softball Weight lifting	19 3:30 PM baseball Weight lifting	20 3:30 PM Softball Weight lifting	21 3:30 PM Softball Weight lifting
22 3:30 PM baseball Weight lifting	23 3:30 PM Softball Weight lifting	24 3:30 PM Softball Weight lifting	25 3:30 PM baseball Weight lifting	26 3:30 PM Softball Weight lifting	27 3:30 PM Softball Weight lifting	28 3:30 PM Softball Weight lifting
29 3:30 PM Softball Weight lifting	30 3:30 PM Softball Weight lifting					



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

TO: Kevin Ball, Athletic Director
Harlan High School

FROM: Martha Mullins
Title IX Auditor

A handwritten signature in cursive script that reads "Martha Mullins".

DATE: December 16, 2008

Enclosed are copies of the master Title IX file held at the KHSAA office for Harlan High School. One bulk enclosure is from the original self-study file, which serves as a data baseline for Title IX compliance standards for the school. The other enclosure contains a copy of the original on-site visit audit report sent back to the school after the visit; annual reports information from subsequent school years; and any correspondence or other materials held in the file. Also in the file are audio tapes recorded during the original visit, however we have no means of copying those for your file at the school.

Hopefully, these materials will become a permanent collection at the school, regardless of changes in policy or personnel that may occur in the future. There is usually a charge for this copying, however I promised to send them to you and did not inform you of KHSAA policy in this regard.

My apologies for the delay in mailing. If the delay proves to be a hardship on meeting the December 31 deadline outlined in the re-visit audit report sent from the office on November 26, feel free to move that date to February 1, 2009.

Best wishes.

Date: Fri, 18 Jun 2010 11:54:59 -0400
From: TITLE9 (Title 9 Audit)
To: "Ball, Kevin" <kevin.ball@harlanind.kyschools.us>
cc: DBILBERRY
Reply-to: title9@khsaa.org
Subject: Re: Resubmissions, Annual Title IX Report-Martha Mullins

Thank you for submitting the corrections requested. For clarification, the FAX number here at the KHSAA office is 859-293-5999. I hope this will help in the future.

The question on the survey numbers was clarified satisfactorily, as was the number of coaches/teams on Forms T-35/36.

Regarding the calculations on T-35/36, I believe the total amount of money reported for boys should be \$74,432; for girls, \$44,412. (If your calculations agree, place the corrections on the school's copy of the form in the permanent Title IX file.) That calculates to 63% of the total budget being spent on male teams, and 37% being spent on female teams. When that is compared to the percentage of participation, boys were funded 8% more than their rate of participation, and girls underfunded 8%. That amounts to \$503 per male athletes versus \$370 per female athlete. The difference is \$133. The KHSAA guideline for schools with football is a differential of \$100 per athlete to allow for the cost of outfitting a football player as opposed to members of girls' teams. The amount is an improvement over previous reports. School personnel should continue to monitor spending in this manner to rule out biases based solely on gender.

Why were no awards given in softball, boys' golf, or boys' and girls' tennis that year (2008-2009)?

Also, why were travel expenses for baseball so much more than those for softball? Was there a Spring trip involved? Does a girls' sport take a trip some years? Is there some sort of rotation policy on trips to makes sure both girls and boys are provided that benefit?

On another matter, as noted on Form T-65, further work on athletic policies that were requested to be attached to this year's annual Title IX report were not submitted.

I look forward to your prompt reply.

Best wishes.

Martha Mullins
Title IX Auditor

On Friday, June 11, 2010 5:46 PM, Ball, Kevin wrote:

Date: Fri, 11 Jun 2010 21:46:08 +0000

From: Ball, Kevin

To: "<title9@khsaa.org>" <title9@khsaa.org>

Subject: Re: Resubmissions, Annual Title IX Report-Martha Mullins

| Tried for two days to send it. If you don't have it please send the correct number

Sent from my iPhone

On Jun 7, 2010, at 2:32 PM, "Title 9 Audit" <title9@khsaa.org> wrote:

Mr. Ball, after a thorough search at the KHSAA office, no transmissions nor record of transmissions were found. **Please resubmit at your earliest convenience so that the file here can be completed.**

Thank you for your cooperation. Best wishes.

Martha Mullins
Title IX Auditor

On Thursday, May 27, 2010 1:49 PM, Ball, Kevin wrote:

Date: Thu, 27 May 2010 17:49:14 +0000
From: Ball, Kevin
To: "title9@khsaa.org" <title9@khsaa.org>
Subject: Re: Resubmissions, Annual Title IX Report-Martha Mullins

They were faxed on May 13th.

On 5/27/10 1:35 PM, "Title 9 Audit" <title9@khsaa.org> wrote:

Mr. Ball, to date the requests for resubmissions by May 15, 2010, have not been received. Please advise.

Martha Mullins
Title IX Auditor

TITLE IX FORMS - GE19

KHSAA Form 0019
Rev. 04/09

KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

(To be submitted by April 15, 2010 along with other required forms)

The HARLAN High School, HARLAN, 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:

- I. 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.)
Kevin Ball	420 East Central	573-8750	A.D. / Parent
David Johnson	420 East Central	573-8750	Supt / Parent
STACE Noach	420 East Central	573-8750	Principal
T.B. Donahue	420 East Central	573-8750	Boys Coach
Jawell Mitchell	420 East Central	573-8750	Girls Coach
Joe Meadall			Board Member
Madison Bull			Player girls
Ty Sakagas			Player boys

- II. Scheduled a minimum of three meetings during the 2009-2010 school year on the following dates:

3-15-10
3-25-10
4-8-10

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

Name	Title	Address	Phone
Kevin Ball	A.D.	420 East Central	606 573-2057

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

Name	Title	Address	Phone
David Johnson	Supt	420 East Central	606 573-2057

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.

Stacy Noach
Principal's Signature

4-13 2010
Date

[Signature]
Superintendent Signature

[Signature]
School Board Chairpersons' Signature

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



2009-2010
**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - (Form T36)
 TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T36
 REV. 1/109

Sports	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	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G track	90		831		18		1287.50	1/1				
B track	90		331		18		1282.50	1/1				
G tennis	183		99				1250	1/1				
B tennis	183		99				1250	1/1				
G volleyball	184		815		138		1250	2/2	514			
B wrestling												
G (list sport)												
B football	4481		1903		192		17080	4/1	3418			
G (list sport)												
B (list sport)												

- Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.
- 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	\$ 95,377.91	45.1%
Girls	\$ 102,381.50	51.8%
Total:	\$ 197,759.41	100%

Principal's Signature: Stacy Noel Date: 5-13-10



2009-2010
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 - (FORM T-35)
TO INCLUDE BOOSTER CLUB FUNDING

KHSAA Form T-35
 REV. 1/1009

Sports	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		Expenditures		
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School	Booster
G basketball	4497		42065		640		14125	3/3	22347		150			
B basketball	6487		5514		682		14125	3/3	23772		150			
G softball	688		873				4690	2/2	4691					
B baseball		3570	335	1086.57		33637	4690	2/2	2669	257.97				
G cross country	90		331		18		625	1/1						
B cross country	90		331		18		625	1/1						
G golf														
B golf	210		57				625	1/1						
G soccer														
B soccer														
G swimming														
B swimming														

1. Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

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: Steph Neal Date: 5-13-10

TITLE IX FORMS - T63



INTERSCHOLASTIC ATHLETICS SURVEY (FORM T-63) Summary of Student Responses

KHSAA Form T63
Rev. 11/09
Page 13

School Year: 2008-2009
 School Name: HARLAN KY
 Enrollment
 (9-12 Grade): 232 (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)
 Number of 9-11 Grade Students Surveyed: 175
 Number of 8th Grade Students Surveyed: 45
 Date: 3-19-10
 Completed By: Kevin Ball

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. 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.

8/10/10

(220 Number of Surveys
185 Total Returned (A minimum of 80% return is expected)
9-11, 8 Grades Surveyed (Should be grades 9-11 and 8th grade if school has a feeder system)

Who Administered The Survey? Kevin Ball
 How Was The Survey Administered? First Period class
 Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)

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

7 Cross Country (Girls)
8 Cross Country (Boys)
45 Football (Boys)
1 Golf (Girls)
5 Golf (Boys)
32 Soccer (Girls)
14 Soccer (Boys)
29 Volleyball (Girls)

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Winter Sport (List Total Number of Participation Responses)

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14 Basketball (Girls)
28 Basketball (Boys)
6 Indoor Track (Girls)
4 Indoor Track (Boys)
32 Swimming & Diving (Girls)
15 Swimming & Diving (Boys)
11 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

26 Baseball (Boys)
30 Fast Pitch Softball (Girls)
18 Tennis (Girls)
9 Tennis (Boys)
9 Track (Girls)
20 Track (Boys)

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

42 Archery
14 Field Hockey
58 Bowling
6 Gymnastics (Boys)
33 Gymnastics (Girls)
29 Ice Hockey
28 Lacrosse (Boys)
16 Lacrosse (Girls)
44 Rifle
19 Rodeo
9 Slow Pitch Softball
7 Volleyball (Boys)
0 Water Polo
26 Weightlifting
29 Other sports not listed Dance, Rock climbing, Girls FOOTBALL

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

<u>Sport</u>	<u>Number</u>
<u>None</u>	<u>None</u>

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

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Sport	Number
Soccer	4
Basketball	7
Swimming	3
Wrestling	3
Dance	3
Dodge ball	2

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

Sport	Number
Adv Basketball	3
Band	4

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

- 8 I prefer other activities such as band, chorus, etc.
- 10 I don't have time
- 5 The practice schedules and game times are inconvenient
- 2 The sport I like isn't offered
- 11 It's too expensive
- 8 I prefer to participate in club or intramural sports
- 3 Working
- Other: _____

Student Suggestions to encourage participation

Let every one play the same
Shorter practice

Stacy Noak
Principal's Signature

4-13-10
Date