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2001-2002 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL VERIFICATION OF TITLE IX PROCEDURES

(To be submitted by April 15, 2002 along with other required forms)

The COU. HOLY		High	i School,			, Kentucky
(Name of Hi				(City	•	
certifies to the Kentucky Hig	gh School Ath	letic Associ	ation that th	e following i	s an accurate	e and true representation
of the facts surrounding con	pliance with	Fitle 20, U.S	S.C. Titles 1	681-1688, et.	Seq. (also k	nown as Title IX)
I certify the following provisi	ions in accor	dance with	h records	at the schoo	l contained	l in the permanent
Title IX file, and to the best of						_
checked)	r anny annover	ougo maro	oomprotee.			
checked)						
r-1	*4		.111	(1:-t:	44	1
Established a gender eq	•	tee at the hi	gn school.	(ust commi	uee persom	iei and provide
attachment if necessary	,					
Name	Address		Phone	N as	Title	
JOOI FAHEY	3617 C	HUKU ST	_(&\$5)_`	<u> 131-1135 </u>	TEAC	Hea
JENUIFER STRONG			· · · · · · · · · · · · · · · · · · ·		TEAC	HER COACH
ANDE JULIAN	L.	11	**			***************************************
JOHN WYSERS	11	/1	L1	- 11	· · ·	//
ROB KUES	EV.	<i>}</i> .	1,	11	V X	71
Cory MILLER	× 1		U	71	12	· · · · · · · · · · · · · · · · · · ·
,		1/1		<i>'</i> ,	١,	" /ATH. DIR.
SEPT. 18 200) MARCH 1 2002		Nov. 1	<u>५) २००</u>			
Designated the follow	wing person(s) as the Ti	tle IX cooi	dinator for t	he school/d	istrict:
CORY MILLER	TEACHER)	conculAD	36	17 CHUICH	57. (859) 431-1335
Name	Title			Address		Phone
School personnel ar	e continuing	to make pe	riodic revi	ews of the b	oys and girl	s athletics program
reflected in the Corrective	Action Plan	•				
In addition to the ab	ove informat	tion, the abo	ove referer	iced school i	maintains a	complete permanent
file relative to Title IX rec	ords includir	ng copies of	f the self-a	ssessment au	idit, all corr	ective action plans, an
other related materials.		0 1			ŕ	*
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Brincipal's Signature	3n.	Date	, 1	n		
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Superintendent Signature		School Bo	pard Chair	persons' Sign	nature	
	d original copy to	•		, , -		

2001-2002 ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 1

Participation Opportunities Test One

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	196	45.1%	214	45.3%
Row 2	BOYS	239	54.9%	258	54.7%
Row 3	Totals	435	100%	472	100%

	_
Imaten	actions:
HINU I	ICHOHS.

*Number of 8th grade students & below used in 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).
- Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first date of competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (do not include club or intramural sports participants, cheerleaders, dance teams, or pom sqads). Calculate the same way for boys and girls. * In addition, should 8th grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk the above notation as to how many 8th grade students & below are included. Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.)
 Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is <u>not</u> 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:	(, (-1	Car!	 _Date:	3-28-07	
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2001-2002 ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 2

KHSAA Form T2 Rev. 07/01

Participation Opportunities Test Two

			Column 1	Column 2	Column 3	Column 4	Column 5
Program			Number of Teams Currently Offered	Number of Participants	Number of Teams Added in Last Five Years	Number of Participants Added in Last Five Years	Percent of Total Participation By Sex Added in Last 5 Years
GIRLS	Row 1	varsity:	10	80	Э-	38	35%
	Row 2	j.v.:	5	フル		12	14.9%
	Row 3	frosh:	3	63	-		
	Row 4	total:	18	214	3	30 40	18.7%
BOYS	Row 5	varsity:	10	91	3	27	29.7%
	Row 6	j.v.:	ij	74	d	18	24.3 %
	Row 7	frosh:	4	93		15	16.1%
·	Row 8	total:	18	258	le	40	23.3%

- 1) List the number of interscholastic teams offered for girls and boys at each competitive level (for example, varsity, junior varsity, and freshman levels). Total each of the entries in Column 1 into Row 4, Column 1 and Row 8, Column 1.
- 2) List the number of interscholastic teams that have been added in the last five years at each competitive level. Total each of the entries in Column 3 into Row 4, Column 3 and Row 8, Column 3.
- 3) List the number of participants that are currently on each level of the teams that were added in the last five years. Total each of the entries in Column 2 into Row 4, Column 2 for girls and Row 8, Column 2 for boys. If a team was added previously but no longer exists, there are no current participants to be added for that team.
- 4) List the number of participants added in the last 5 years. Total each of the entries made in Column 4 into Row 4, Column 4 for girls and Row 8, Column 4 for boys.
- 5) Calculate the percentage of participants that have been added in the last five years (Column 4 divided by Column 2 on each line). For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 96 (taken from Form T-1, Row 1, Column 3), then 65.6% of the current opportunities (63 of 96) have been added in the last five years. Perform similar calculations for male participants.

Note: If the percentage of current participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. <u>CAUTION</u>: 25% is <u>not</u> a formal compliance standard.

Principal's Signature: Date: 3-28-02

KHSAA Form T3 Rev. 07/01

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

Participation Opportunities Test Three

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

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

Principal's Signature:	4-	ECA	Date:	3-21-02

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

Levels of Competition Test One

		(Column 1)	(Column 2)
	Team Levels	GIRLS	BOYS
Row 1	Total Number of Athletics Participants in All Levels	214	258
Row 2	Number of Varsity Teams Offered	10	10
Row 3	Number of Participants on all Varsity Teams	80	91
Row 4	Percentage of Total Varsity Participants By Sex	· 37.4%	35.3%
Row 5	Number of Junior Varsity Teams Offered	5	4
Row 6	Number of Participants on all Junior Varsity Teams	71	74
Row 7	Percentage of Total Junior Varsity Participants By Sex	1 33.2 %	28.7%
Row 8	Number of Freshman Teams Offered	3	4
Row 9	Numbers of Participants on all Freshman Teams	63	93
Row 10	Percentage of Total Freshman Participants By Sex	29.4%	36.70

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

		PrL		
Principal's Signature:	019	267	Date:	3-28-02

KHSAA Form 'f35 REV. 07/01

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

	equipment and	ent and	travel	/el	A awa	rds	coaches' salaries	salaries	facilities	ities	publications (if	ions (if
			SEE		2000	5000 (DIST. (EVENTY)	supplemental and extended employment)	ntal and ded ment)	intprovements $i \cup j \cap A$	SHells	sport-specific) Ω/A	eellic)
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G golf	*						2095					
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G soccer	\$500						ca51					
B soccer	14670						\$1500					
G swimming	/ Dev						\$ 600					
B swimming	/ '~~						\$ 600					

"B" is for budgeted dollar amounts and "E" is for actual dollar expenditures. Expenditures should include items provided by third parties such as Booster Clubs.

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KHSAA Fonn T36 REV. 07/61

2001-2002 BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 TO INCLUDE BOOSTER CLUB FUNDING

Teams	equipn sup	equipment and supplies	tra	travel Æ€	300x	awards \$500,	coache (to i supplen	coaches' salaries (to include upplemental and	faci impro	facilities improvements	publica sport-s	publications (if sport-specific)
			L.		J	(Ust.) Evenly	emple	extended employment)	Ś	N/4	lu/	4/11
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G track	**						\$ 900					
B track							2900					
G tennis	500						7, S2					177 to 17 to 18 to
B tennis	580						202					
G volleyball	$\sqrt{\xi}$						\$ \$200 \$					
B wrestling	\$1515						∞h¢					
G (list sport) $CH\mathcal{E}_{oldsymbol{\ell}}$	5× 1980						£509					AND SECURITY OF SE
B (football)	\$5000.00 B						$\phi \phi \phi$					
G (list sport)							***************************************					Trices before the control of the con
B (list sport)	•											

"B" is for budgeted dollar amounts and "E" is for actual dollar expenditures. Expenditures should include items provided by third parties such as Booster Clubs.

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)
Principal's Signature:	

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3-28-02

Date:

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2001-2002 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA Form T41 Rev. 07/01

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	· ·	ADVANTAGE To on Internal Evalua column.)	-
BENEFITS	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
Equipment and Supplies			
Scheduling of Games and Practice Time			
Travel and Per Diem Allowances	-		/.
Coaching			
Locker Rooms, Practice and Competitive Facilities			
Medical and Training Facilities and Services			
Publicity			
Support Services			
Athletic Scholarships			
Tutoring			
Housing and Dining Facilities and Services			
Recruitment of Student Athletes			

Principal's Signature:	EGN	Date: 3-28-02
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KHSAA Form T60 Rev. 07/01

2001-2002 TITLE IX

School Name: Cov. Holy Closs

Principal's Signature: Date: 3/38/02

School Year:

CORRECTIVE ACTION PLAN

To complete this form, indicate the intended area which needs corrective action, the suggested change and time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2002.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
SCHEOUGING	VARSITY DOUBLE HELLOS	•
Roys/ Glows BASKETSall	Girls - More PRINE Time Dotes.	>0060126
CHEERLEADERS AT	VARSITY CHEERLEADERS AT	
- GILLS BASKETBAIL GAMES	VACSING GANES (GIBUS)	1-2 yes.
UPDATING GIRL LOCKER ROOM	- STERED, SHOWES, ETC.	
- Cosmetic Inprovement	•	-> ON90109
EQUALITY OF SPENDING 12 SOCCES PROGRAMS	FINE 4 HARRY MEDIAN	, 404 <-
7		

An explanation (status report) is needed for all areas identified previously as items for correction as well as all areas currently identified as items for correction. This form shall be typed.

Principal's Signature:



2001-2002 INTERSCHOLASTIC ATHLETICS SURVEY

Summary Of Student Responses

School Name: Cov. Holy Ceass School Enrollment: 435
Date: 3/38/02
Completed By:
 Instructions: Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating. Please sign and date the Summary Form (T-63) and mail the <u>Summary Form only</u> to the KHSAA by April 15, 2002. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.
Number of Surveys 435 Number of Surveys 405 Total Returned 996 Grades Surveyed
How Was The Survey Administered? Hone Room TEACHERS
Fall Sports (List Total Number of Participation Responses) (c) Cross Country (Girls) (d) Cross Country (Boys) (e) Field Hockey (Girls) (f) Football (Boys) (g) Golf (Girls) (h) Golf (Boys) (h) Soccer (Girls) (h) Soccer (Boys) (h) Volleyball (Girls) (h) Volleyball (Boys)
Winter Sport (List Total Number of Participation Responses) 35 Basketball (Girls) 58 Basketball (Boys) 17 Gymnastics (Girls) 1 Indoor Track (Girls) 18 Swimming & Diving (Girls) 19 Swimming & Diving (Boys) 31 Wrestling (Boys)

Spring Sport (List Total Number of Participal 49 Baseball (Boys) 21 Fast Pitch Softball (Girls) 33 Slow Pitch Softball (Girls) 40 Tennis (Girls) 75 Tennis (Boys) 14 Track (Girls) 72 Track (Boys)	3)
Other Sports (From Student Survey T-61 Qu	estion 10)
Name of Sport Bowlin	Number of Students Interested In Participating 7 7 3 mural Sports.
(From Student Survey T-61 Question 5) Sport	Number 70
List Intramural Sports students are interested (From Student Survey T-61 Question 6) Sport Volley RAU BAOM: 116 130-116	in adding: Number 7

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

Sport SOCCER BASK4BP4 VOlleyBall BASEBAL	Number 32 21 12 37	·
Reasons for not participating in in (From Survey Question 8)		
Response	Number	
32—I don't have //3 The practice 7 The sport I ! 4 It's too experience 2 I prefer to p 4/1 Working Other	e schedules and game times like isn't offered ensive participate in club or intramu	are inconvenient
Student Suggestions to encourage	participation	
DSANCTION CHEERLE. INFORM STUDENTS Playing TIME, LESS DE EVERY DAY!	MORE CLEARIY, E	
CA-PCA		3-28-02

Date

Principal's Signature

Kentucky High School Athletic Association

June 3, 2003

Mr. Clay Eifert, Principal Covington Holy Cross High School 3617 Church St. Covington, KY 41015

Dear Principal Eifert:

We have reviewed your recent submissions regarding your Title IX Program review and implementations at Covington Holy Cross High School.

We remain concerned about the disparity in coaching stipends between baseball, slow-pitch and fast-pitch softball coaches. Our concerns center around the approach taken in the decision making process as to what these coaches are paid. These are three different competitive sports. While the beginning of the legal practice opportunities are the same, the length of the regular season is different, they each have their own distinct post season, and the coaching techniques are varied and unique to each sport. It can be assumed that, in order to provide an adequate commitment to each sport, each sport would require its own unique and equal demands. In addition, we have expressed, not only in our on-site visit, but in subsequent correspondence that, in order to protect the advancement of your Title IX goals, you should view each sport with a comparable commitment. Paying your baseball coach almost twice as much as your softball coaches does not, in our opinion, exemplify comparable commitment.

This letter is to make you aware that we, in our standard reporting requirements, have made our concerns about this issue at Covington Holy Cross High School, known to the Kentucky Department of Education. We have indicated to KDE that we will attempt to work with your school to accomplish an equitable approach to all stipends for comparable boy's and girl's sports. It is our goal that the 2003-04 season for spring sports will reflect equitable coaching compensation for baseball, fast pitch and slow pitch softball and that Covington Holy Cross High School will partner in that effort.

C: Commissioner DeVries Athletic Director Miller

Larry Boucher

Sincerely.

Assistant Commissioner



Kentucky High School Athletic Association

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

april 23, 200 3

Dear <u>Andon</u>

I have reviewed your audit report of <u>lov. looks</u> High School and concur do not concur with your findings. You have requested the bilbwing information be provided to you by this school on the noted dates below:

Information concerning how cheerlanders are selected for May 1, 2003 boys and guli sports Information concerning the number of "prime time" game May 1, 200 3 scheloled for girls bashelball teams for the 2002-2003 and 2003-2004 Navara. Provide information as to how the rehard will address the obnious ratary discreparies for roftball and barehall cosches May 1, 2003 Provide information regarding actual football expenses. May 1, 2-00 3 Several rising Title I forms from The 1999-2400 report May 1, 200 3 Please make note of these deadlines for the submission(s) you have requested and be Nune 1 2003 ... Please inform me prepared to follow up on these no later than

If I may be of any assistance to you, please give me a call.

when completion of your request has been met.

Sincerely,

Larry Boucher

KHSAA Assistant Commissioner

Kentucky High School Athletic Association

June 3, 2003

Mr. Clay Eifert, Principal Covington Holy Cross High School 3617 Church St. Covington, KY 41015

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C: Commissioner DeVries Athletic Director Miller

Sincerely.

Assistant Commissioner