

TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Taylor County High School**

Reviewed By: **Gordon D. Bocoek**

Date of Visit: **November 14, 2002**

Telephone Number of Reviewer: **(606) 678-8916**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

B.) If History and Continuing Practice of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

Comment:
For the 2001-2002 school year, the results of the calculations suggest that the History and Continuing Practice of Program Expansions is an area of compliance. The total number of female participants added in the past five years is 58. This number of 58, as a percentage of the total number of female participants, is approximately 41%. Forty-one percent is above the 25% target for compliance.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

Comment:
It appears that opportunities in the area of student interest are being provided for students at Taylor County High School. Currently there are a total of 9 varsity sports, 4 junior varsity sports and 2 freshmen sports offered for both boys and girls.

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

Comment:

Students at Taylor County High School have been surveyed to ascertain their interest in athletic activities. In the latest survey, students in grades nine, ten and eleven responded to the survey in home-room activities. It is suggested that during the next survey the students in the eighth grade be given the opportunity to participate along with the previously mentioned grades in order to gather information relative to future interests in student activities.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		At this time the Accommodation of Interests and Abilities is rated as satisfactory. As noted previously, a total of nine varsity sports, four junior varsity sports and two freshmen sports are offered for both boys and girls.
Equipment and Supplies	X		The quality and quantity of athletic uniforms are comparable for both males and females in all sports. It is noted that Taylor County High School has adopted a uniform replacement policy. It is suggested that the Gender Equity Committee develop a policy to inspect and upgrade and/or replace all of the athletic equipment and uniforms used by all the male and female athletes at Taylor County High.
Scheduling of Games and Practice Time	X		<p>It is noted that Taylor County High School started addressing the "prime time" scheduling issue in 2000-2001. At that time, the school played nine girl/boy double-headers, with five of these games being scheduled on Friday night, and the boys playing first on one of these nights. In 2001-2002 the school played nine double-headers, with four of these played on Friday night, and the boys playing first twice. In 2002-2003 the school will again play nine double headers with five of these being played on Friday night. <i>At no time are the boys playing first this year.</i> In addition, the girls have scheduled one other contest on Friday night and two on Saturday night, along with a girls' weekend basketball tournament.</p> <p>Although they are making very good progress in this particular area, the vast majority of the girls' games are starting at 6:00. It is suggested that the Gender Equity Committee look at the possibility of rotating more of these games and/or adjusting the starting time for the first varsity game to 6:30 or 7:00 so that more family members can attend the early games.</p>

<p>Travel and Per Diem Allowances</p>		<p>X</p>	<p>It appears that the various head coaches may have some varying attitudes toward the purchase of meals for student athletes. Although most meals seem to be purchased by the athletes it is noted that some athletes in some sports are allowed to order whatever they want and some are only allowed to eat depending on how they perform at the event. The Gender Equity Committee should develop a policy to cover all travel policies to ensure that male and female athletes in all sports are treated equal in regard to travel expenses. <u><i>It also appears that baseball teams are sent on trips to Florida and no such trips are mentioned for the softball teams.</i></u> The Gender Equity Committee should establish a policy for equal opportunities in all aspects of travel.</p>
<p>Coaching</p>	<p>X</p>		<p>The pay scales of the coaches that make up the Taylor County High School Athletic Department are kept in the school's Title IX file. Pay is comparable for both male and female sports. <u><i>The Kentucky Department of Education contacted the KHSAA in June of 2002 regarding concerns that Taylor County High School may have some Title IX issues dealing with coaching salaries.</i></u> The audit team brought up this matter with the athletic director and principal to get the status of this situation. Both the staff and the concerned coach in question said that nothing had been settled on the issue at the time of this report. It is strongly suggested that the Gender Equity Committee and the administration of Taylor County Schools get together with all interested parties and settle this matter immediately. School personnel are encouraged to develop strategies to insure that adult females are encouraged to actively seek coaching slots as they become open.</p>

<p>Locker Rooms, Practice and Competitive Facilities</p>		<p>X</p>	<p>Locker rooms are very well kept and the staff does a good job of trying to rotate dressing rooms in the off-seasons. Fall sports are very crowded. Football has two dressing rooms and boys' basketball has a very nice dressing room. Girls' athletes have to double up in many areas. <u><i>More dressing rooms are needed, especially for girls.</i></u> The audit committee pointed out several safety concerns in the dressing rooms. The practice of using shower rooms in the girls' dressing rooms for storage was especially mentioned since the boys' teams appear to have more storage than the ladies. <u><i>Storage for girls' athletics is very much needed.</i></u> At the beginning of the 2002 – 2003 school year, the school had hoped to add a press box to the girls softball complex, to bring it closer to the surroundings at the baseball complex. At the time of the audit team's visit we observed no work being done on the softball complex but a major renovation of an already superior baseball complex. The entire bleacher area at the baseball field now has a roof and the press box and concession area has been improved. A totally new backstop is being constructed with the addition of concrete walls and decorative brick. <u><i>It was suggested that this situation be resolved before the start of the 2003 softball season.</i></u></p>
<p>Medical and Training Facilities and Services</p>		<p>X</p>	<p>Taylor County High School does provide athletic physicals for all athletes. The school has a training room, but currently have no medical services provided to their athletes. It is suggested that the Gender Equity Committee work with the Campbellsville Medical Community and Campbellsville University to see what can be worked out to provide the medical services these student athletes need. <u><i>All indications in the school weight room indicate that it is a football facility.</i></u> A schedule for all sports using the weight room should be established and posted for all to see.</p>

			Both boys and girls should have equal access to this room and all of the equipment.
Publicity	X		<p>One cheerleader squad at Taylor County High School cheers at all football games and home basketball games for boys and girls.</p> <p>Coaches' reports indicate that media guides are provided for some sports and not others. Printed sports schedules need to cover all sports (Fall, Winter, Spring) instead of a select few. It is recommended that the Gender Equity Committee develop a policy governing the display of honors and awards at all the athletic venues, in locker rooms, weight rooms and trophy cases.</p>
Support Services		X	<p>Taylor County High School has shown an effort to assist coaches with office space. Most of the coaches have or share an office. It appears that most of the offices have also become storage areas, which further indicates the need for additional storage areas for Taylor County Athletics. It was noted that some coaches were allowed computer access in their respective office while others were not.</p> <p>Booster Clubs appear to be very aggressive in some selected areas. It is recommended that the Gender Equity Committee begin immediately to establish a school policy to show that Taylor County High School governs all athletic programs, which includes the Athletic Booster Clubs.</p>
Athletic Scholarships**	N/A		
Tutoring**	N/A		

Housing and Dining Facilities and Services **	N/A		
Recruitment of Student Athletes**	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (T-60)

The Corrective Action Plan in the 2001-2002 Annual Title IX report for Taylor County High School shows the following needs:

- A. Need for more locker rooms (2005)**
- B. Press Box at Softball complex (2003)**
- C. Booster Club Agreements (2002-2003)**

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The softball complex is not comparable to the baseball facility and needs immediate attention.

7. Facility Recommendations or Concerns

School personnel and the Gender Equity Committee are strongly urged to fund the improvements to bring the softball complex to a comparable status with the baseball complex.

8. KHSAA Recommended Action

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations

- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time
- School shall submit the following additional information:

(Locker Rooms, Practice and Competitive Facilities) On or before March 30, 2003, school personnel are requested to provide information to the KHSAA showing how they plan to correct the problem that has developed with the baseball and softball complex. Plans should detail how school personnel plans to bring the softball complex to a comparable status with the baseball complex.

(Medical and Training Facilities and Services) On or before March 30, 2003, school personnel are requested to provide a schedule of equal opportunities for male and female students in the weight room.

(Support Services) On or before March 30, 2003 school personnel is to provide information on the policies and procedures they plan to put in place to gain control of all booster clubs and booster activities.

(Travel and Per Diem Allowances) On or before March 30, 2003 school personnel are to provide information on how they plan to address the concerns of apparent inequity or inconsistency of per diem allowances.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator:

District Level Title IX Coordinator: Joseph D. Brockman

Name	Title	Telephone
Gaylon Yarberry	Taylor County Principal	270-465-3964
Joseph D. Brockman	District Title IX Coordinator	270-465-5371
David Parson	Athletic Director	270-465-6228
Patricia Rodgers	Parent/Teacher	270-789-2838
Patricia Rouse	Teacher/Coach	270-789-1126
Gary W. Lawson	KHSAA Audit Team	502-875-3817
Gordon D. Bocoek	KHSAA Audit Team	606-678-8916

10. Comments

It appears that the Gender Equity Committee at Taylor County High School is beginning to realize the vast job they have to provide equal opportunities and benefits for all of there student athletes.

Overall the interscholastic athletic program clearly has the support of the school community. At this time the pressing need is to bring the softball complex to a comparable status with the baseball complex. The audit team encourages the Gender Equity Committee to design a number of policies, as put forth in this report, to strengthen the governing of the Taylor County Athletic Department. The committee should give serious consideration to the transportation problem in regard to off-campus activities and procedure for the oversight of expenditures by the booster groups.

Taylor County High School

Gaylon Yarberry, Principal
300 Ingram Avenue
Campbellsville, Kentucky 42718-1698

Scotty Clenney
Counselor

Diane N. Rogers
Counselor



Dale M. Furkin
Vice Principal

Laura White
Bookkeeper

June 24, 2002

Brigid DeVries, Commissioner
KHSAA
2280 Executive Drive
Lexington, Kentucky 40405

Dear Commissioner DeVries:

This is in response to the letter dated June 6 concerning Title IX issues with our High School Cross-Country Coach and Track Coach.

Enclosed you will find copies of Extra Service Salary Schedules for 2000-2001 and 2001-2002. You will also find enclosed a copy of area schools pay for extra service. We have certainly not intended to discriminate against this lady and don't feel that we have done so. Our coaches' salaries are in line with local area schools, and we certainly have done everything possible to make sure that everyone is getting his/her fair share.

Our Superintendent has our Finance Officer contact local area schools asking for salary schedules for extra service pay. A list is compiled, and our salary schedules are proposed according to what other area schools are paying. Our proposal for extra service salaries is based on recommendation from the Finance Officer and the Superintendent. This proposal is sent to the Board of Education for final approval.

We might mention that this young lady left our coaching staff in 1999-2000 to become Cross-Country Coach at Campbellsville University. She was not happy and returned to our staff in 2000-2001. She approached our Superintendent and negotiated her own salary that year, which the Superintendent agreed to. The following year the Board of Education gave an across the board raise.

Our position is that the salary is in line with area schools and in line with golf and tennis which are other non-revenue sports. Neither of those sports have assistant coaches.

We would entertain the possibility of hiring an assistant if this is the direction we need to go in order to solve this problem.

Be assured that we will do whatever it takes to eliminate this dilemma.

Thank you in advance for your time in dealing with this situation.

Sincerely,



**David G. Parsons
Athletic Director
Taylor County High School**

**cc: Gene Wilhoit, Commissioner
Kentucky Department of Education**

**Gary Seaborne, Superintendent
Taylor County Schools**

TAYLOR COUNTY BOARD OF EDUCATION (EXTRA SERVICE SALARY SCHEDULE) 2000-2001			
CODE #	ATHLETICS	CT DAYS	AMOUNT
5115	ATHLETIC DIRECTOR		5800
5115	ATHLETIC DIRECTOR-MIDDLE		1500
5105	BASEBALL COACH/FIELD SUPERVISOR		3100
5110	BASEBALL COACH-ASSISTANT		1100
5110	BASEBALL COACH-2ND ASSISTANT		500
5105	BASKETBALL COACH/GYM SUPV. TCHS		5800
5100	BASKETBALL COACH-ASSISTANTS (TCHS)		3000
5105	BASKETBALL COACH-GIRLS- TCHS		5800
5110	BASKETBALL COACH-ASST GIRLS-TCHS		3000
5105	BASKETBALL COACH- BOYS- TCMS		1800
5110	BASKETBALL COACH-ASST-BOYS TCMS		1700
5110	BASKETBALL COACH-GIRLS -TCMS		1800
5105	BASKETBALL COACH-GIRLS ASST- TCMS		1700
5160	CHEERLEADER SPONSOR-TCHS(BOTH) NO ASST)		1700
5160	CHEERLEADER SPONSOR- TCHS/WITH ASST.		1000
5160	CHEERLEADER SPONSOR- ASSISTANT TCHS		700
5160	CHEERLEADER SPONSOR- MIDDLE SCHOOL		1200
5160	CROSS COUNTRY- BOYS AND GIRLS		1150
5105	FOOTBALL COACH- TCHS		5800
5110	FOOTBALL COACH-ASST.TCHS		3000
5105	FOOTBALL COACH-TCMS		1800
5110	FOOTBALL COACH-ASST. TCMS		1700
5160	GOLF- BOYS AND GIRLS		1100
5105	SOCCER-BOYS-TCHS		3100
5110	SOCCER-BOYS-ASST.TCHS		1500
5105	SOCCER-GIRLS-TCHS		3100
5110	SOCCER-GIRLS-ASST.TCHS		1500
5105	SOCCER-TCMS		500
5105	SOFTBALL COACH- GIRLS		3100
5110	SOFTBALL COACH-ASST. GIRLS		1100
5110	SOFTBALL COACH-2ND ASST. GIRLS		500
5105	TENNIS BOYS AND GIRLS		1200
5105	TRACK- BOYS AND GIRLS		1700
5105	VOLLEYBALL- JR VARSITY GIRLS		2000

TAYLOR COUNTY BOARD OF EDUCATION (EXTRA SERVICE SALARY SCHEDULE)			2000-2001
5110	VOLLEYBALL-JR VARSITY GIRLS- ASST.		1000
5160	WEIGHT PROGRAM		500
NOTE: ENTRY LEVEL-SUBJECT TO ADJUSTMENT			
ADOPTED: JULY 20, 2000			

TAYLOR COUNTY BOARD OF EDUCATION EXTRA SERVICE SALARY SCHEDULE 2 2001-2002

CODE #	ATHLETICS	CT DAYS	AMOUNT
5115	ATHLETIC DIRECTOR		6800
5115	ATHLETIC DIRECTOR-MIDDLE		1800
5105	BASEBALL COACH/FIELD SUPERVISOR		3600
5110	BASEBALL COACH-ASSISTANT		1300
5110	BASEBALL COACH-2ND ASSISTANT		600
5105	BASKETBALL COACH/GYM SUPV. TCHS		6800
5100	BASKETBALL COACH-ASSISTANTS (TCHS)		3500
5105	BASKETBALL COACH-GIRLS- TCHS		6800
5110	BASKETBALL COACH-ASST GIRLS-TCHS		3500
5105	BASKETBALL COACH- BOYS- TCMS		2100
5110	BASKETBALL COACH-ASST-BOYS TCMS		2000
5110	BASKETBALL COACH-GIRLS -TCMS		2100
5105	BASKETBALL COACH-GIRLS ASST- TCMS		2000
5160	CHEERLEADER SPONSOR-TCHS(BOTH) NO ASST)		2500
5160	CHEERLEADER SPONSOR- TCHS/WITH ASST.		1500
5160	CHEERLEADER SPONSOR- ASSISTANT TCHS		1000
5160	CHEERLEADER SPONSOR- MIDDLE SCHOOL		1600
5160	CROSS COUNTRY- BOYS AND GIRLS		1600
5105	FOOTBALL COACH- TCHS		6800
5110	FOOTBALL COACH-ASST.TCHS		3500
5105	FOOTBALL COACH-TCMS		2100
5110	FOOTBALL COACH-ASST. TCMS		2000
5160	GOLF- BOYS AND GIRLS		1750
5105	SOCCER-BOYS-TCHS		3600
5110	SOCCER-BOYS-ASST.TCHS		1800
5105	SOCCER-GIRLS-TCHS		3600
5110	SOCCER-GIRLS-ASST.TCHS		1800
5105	SOCCER-TCMS		600
5105	SOFTBALL COACH- GIRLS		3600
5110	SOFTBALL COACH-ASST. GIRLS		1300
5110	SOFTBALL COACH-2ND ASST. GIRLS		600
5105	TENNIS BOYS AND GIRLS		2000
5105	TRACK- BOYS AND GIRLS		2100
5105	GIRLS VOLLEYBALL-VARSITY/JV- HEAD - TCHS		3600
5110	GIRLS VOLLEYBALL - VARSITY/JV-ASST - TCHS		1800
5105	GIRLS VOLLEYBALL - 8TH GRADE - TCMS		1000

TAYLOR COUNTY BOARD OF EDUCATION EXTRA SERVICE SALARY SCHEDULE 2 2001-2002			
5110	GIRLS VOLLEYBALL - 7TH GRADE - TCMS		800
5160	WEIGHT PROGRAM		600
NOTE: ENTRY LEVEL-SUBJECT TO ADJUSTMENT			
ADOPTED: APRIL 17, 2001			
REVISED: JUNE 12, 2001			

Presented to Board

2001-2002 TAYLOR COUNTY EXTRA SERVICE SALARY PROPOSAL

POSITION	TAYLOR COUNTY CURRENT	ADAIR COUNTY	CAMPBELLSVILLE INDEPENDENT (converted from index)	GREEN COUNTY	LARUE COUNTY	MARION COUNTY	PROPOSED INCREASE
ATHLETIC DIRECTOR-TCHS	5800	*6000	**5898 (Parsons) 15%	5500 (HS & MS)	2550	None	6800
ATHLETIC DIRECTOR-TCMS	1500				1500	None	1300
BASEBALL COACH-FIELD SUPERVISOR	3100	*4000	**3481(Gumm) 9%	4000	3000	2500	3600
BASEBALL COACH-ASSISTANT	1100	*2000	**1646(Neely) 5%	1500	1500 (2)	1500	1300
BASEBALL COACH-2ND ASSISTANT	500		Paraprofessional				600
BASKETBALL COACH/GYM SUPV.TCHS	5800	*6000	**6355 (Young) 17%	6000	4725 +20 ext days =4041 Total - 8766	7500	6800
BASKETBALL COACH-ASSISTANTS-TCHS	3000	*3000	**4486 (Franklin) 12% + Paraprofessional (Purvis)	2500	2100+20 ext days = 4041 Total - 6141(No ext days for 9th grade coach)	4000 (2)	3500
BASKETBALL COACH-GIRLS-TCHS	5800	*6000	**6576 (Kearney) 17%	6000	4725+20 ext days = 4182 Total - 8907	7500	6800
BASKETBALL COACH-ASST GIRLS-TCHS	3000	*3000	**3950 (P. McQueary) 12%+ Paraprofessional-Holmes	2500	2100+20 ext days = 3599 Total -5699 (McQueary)	4000 (2)	3500
BASKETBALL COACH-BOYS-TCMS	1800	*1500	Paraprofessional (P. Akridge) 8%	1200	2000	2000 (2)	2100
BASKETBALL COACH-ASST BOYS-TCMS	1700	*1500	**1975 (Hunt) 6%	600	2000		2000

POSITION	TAYLOR COUNTY CURRENT	ADAIR COUNTY	CAMPBELLSVILLE INDEPENDENT (converted from index)	GREEN COUNTY	LARUE COUNTY	MARION COUNTY	TAYLOR COUNTY PROPOSED
BASKETBALL COACH-GIRLS-TCMS	1800	*1500	**2634 (Hunt) 8%	1200	2000	2000 (2)	2100
BASKETBALL COACH-GIRLS ASST-TCMS	1700	*1500	Paraprofessional 6%	600	2000		2000
CHEERLEADER SPONSOR-TCHS (NO ASST)	1700	*4000	**2947 (Blevins) 7%	3000	3000	2500	2500 Update to compete
CHEERLEADER SPONSOR-TCHS WITH ASST	1000						1500 Update to compete
CHEERLEADER SPONSOR-ASSISTANT TCHS	700				1500	1500	1600 Update to compete
CHEERLEADER SPONSOR-TCMS	1200	*2000	**2040 (L. Richerson) 5%	1500	1500	1250 (2)	1600 Update to compete
CROSS COUNTRY-BOYS & GIRLS	1150	*2250		800 (each)	857-Girls 857-Boys	2000	1600 Update to compete
FOOTBALL COACH-TCHS	5800	*6000	**6934 (Todd) 17%	6000	4725+20 ext days = 4410 Total - 9135	7500	6800
FOOTBALL COACH-ASST TCHS	3000	*3000	**4485 (Franklin) 12% **3950 (Turpin) **5129 (Stein)	2500	2100+20 ext days 6141 - Franklin 5659 - Turpin 6721 - Stein	4000 (4)	3500
FOOTBALL COACH-TCMS	1800	*1500	**2634 (Neely) 8%	1800	2000	2000 (2)	2100
FOOTBALL COACH-ASST TCMS	1700		**1975 (McQueary) 6%	1000	2000	1250 (2)	2000
GOLF-BOYS & GIRLS	1100	*2250	**1966 (Parsons) 5%	1250 (Girls) 1250-Boys	857 (Girls) 857 (Boys)	2000	1750 Update to compete
SOCCER-BOYS-TCHS	3100	*6000	Paraprofessional (Tank) 7%			2000	3600
SOCCER-BOYS-ASST TCHS	1500	*3000	Paraprofessional (Williams)				1800

POSITION	TAYLOR COUNTY CURRENT	ADAIR COUNTY	CAMPBELLSVILLE INDEPENDENT (converted from index)	GREEN COUNTY	LARUE COUNTY	MARION COUNTY	TAYLOR COUNTY PROPOSED
SOCCER-GIRLS-TCHS	3100					2000	3600
SOCCER-GIRLS-ASST TCHS	1500						1800
SOCCER-TCMS	500						600
SOFTBALL COACH-GIRLS	3100	*4000	**2348 (D. Owens)	4000	3000	2500	3600
SOFTBALL COACH-ASST GIRLS	1100	*2000	**1646 (Westbrook)	1500	1500	1500	1300
SOFTBALL COACH-2ND ASST GIRLS	500						600
TENNIS-BOYS & GIRLS	1200	*2250	**1966 (Parsons)	2000	1650 (Girls) 1650 (Boys)	2000	2000 Update to compete
TRACK-BOYS & GIRLS	1700	*2250	**2304 (Rouse)	1000 (each)	1650 (Girls) 1650 (Boys)	2500 (Girls) 2500 (Boys)	2100 Update to compete
VOLLEYBALL-IV GIRLS	2000		**2617 (Warren)	2000	1650	1250	2300
VOLLEYBALL-JV GIRLS-ASST.	1000			1000			1200
WEIGHT PROGRAM	500		**2304 (Turpin)	7%			600

* Represents mid-range of Adair County salary table.

** Salaries converted to represent Taylor County personnel at Campbellsville index.

2001-2002 TAYLOR COUNTY ADMINISTRATOR EXTRA SERVICE SALARY PROPOSAL

POSITION	TAYLOR COUNTY CURRENT	ADAIR COUNTY	CAMPBELLSVILLE INDEPENDENT (converted from index)	GREEN COUNTY	LARUE COUNTY	MARION COUNTY	TAYLOR COUNTY PROPOSED
SUPERVISOR-ELEM/PRESCHOOL/TITLE I	6000	2750	8548 (1.20)	5000	9000	11567-11954	7000
SUPERVISOR-SECONDARY	6000	2750	8548 (1.20)	5000	9000	11567-11954	7000
DIRECTOR OF PUPIL PERSONNEL	6000	2750	4274 (1.10)	5000	9000	5784	7000
FINANCE OFFICER	6000	2750	Classified Position	5000	7250	12905	8200
FOOD SERVICE DIRECTOR	4800	2750	Classified Position	Classified	7250	5784	5600
PRINCIPAL-SECONDARY	7000	5500 + \$55.00 per student	12630 (1.3)	8000	12000	12688	8200
PRINCIPAL-ASST. SECONDARY	4500		2992 (7%)	3000	5250	4751	5300
PRINCIPAL-MIDDLE SCHOOL	5000	2750 + \$55.00 per student	10525 (1.25)	5000	10500	3004-5881	5900
PRINCIPAL-ASST. MIDDLE SCHOOL	2500		2947 (7%)		5250	4000	2900
PRINCIPAL-TCES	5000	2750 + \$55.00 per student	8158 (1.20)	1500 (3 schools)	7500	2220-4815	5900
PRINCIPAL-ASST TCES	2500		None		5500	None	2900
PRINCIPAL-MES (.5x3500)	1750		N/A		3000	None	2050
GUIDANCE COUNSELOR	1000		Rogers-2447 Clenney-2564 (6%)	None	3000	None	1200
DIRECTOR - IDEA B	1500		6411 (Special Ed Coord)	None	3000	11567 (Special Ed)	1800
TECHNOLOGY COORD.	2500		Classified Position	Classified	Classified		2900
COORD. IDEA B PRESCH	400		See Above-Special Ed	See Above	See Special Ed		500

June 6, 2002

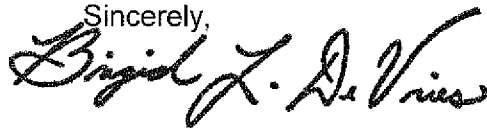
Gaylon Yarberry, Principal
Taylor County High School
300 Ingram Avenue
Campbellsville, KY 42718

Dear Mr. Yarberry,

This is in reference to a concern outlined in a recent letter I received and was also forwarded to me by Commissioner Gene Wilhoit for a response. I have enclosed a copy of the letter for your review which outlines some potential Title IX concerns regarding coaches salaries for the cross country and track coaches. I would appreciate your addressing this and include a copy of your salary schedule as it pertains to coaching as well as any applicable policies regarding raises etc.

Thank-you for your attention to these concerns.

Sincerely,

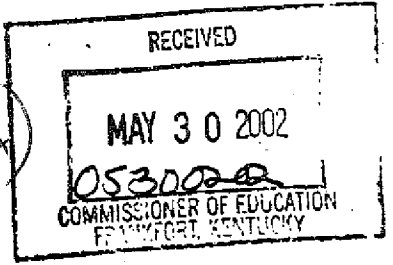
A handwritten signature in black ink that reads "Brigid L. DeVries". The signature is written in a cursive style with a large initial "B".

Brigid DeVries
Executive Assistant Commissioner

Cc: Gene Wilhoit, Commissioner of Education
Debbie Hendricks, Kentucky Department of Education
Gary Seaborne, Superintendent
David G. Parsons, Athletic Director

Gene Wilhoit, Commissioner
Kentucky Department of Education
1st Floor - Capital Plaza Tower
500 Mero Street
Frankfort, KY 40601

? floor (Debbie Hendrix)



There are some questionable practices going on at Taylor County High School, regarding Title IX that I feel needs to be looked into. It deals with coaches' salaries. All coaches at the high school received substantial pay raises last year, except for the Cross Country and Track Coach. She is the Head Coach for both teams and from my understanding received substantially less than coaches that are coaching one sport. She is not given funding to hire an assistant coach, but other teams at the high school are allowed to have paid assistants. Looking around at area high schools within the district, most have paid assistants for cross-country and track & field. From my understanding this has been brought to the attention of the principle, assistant principle, athletic director and superintendent of schools for Taylor County, and nothing has been done. I am outside of the loop, but do not feel that she is getting the same treatment as her male counterparts in regards to pay.

The community would appreciate you looking into this situation.

Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director
From: Louis Stout, Commissioner *Louis Stout*
Brigid L. DeVries, Executive Assistant Commissioner
Date: April 17, 2002 *Brigid L. DeVries*
Subject: Review of 2001-2002 Title IX Forms
School: Taylor County High School

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

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

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

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

Date Sent: Friday, January 19, 2001 10:32 AM
From: "PARSONS, DAVID" <DPARSONS@Taylor.k12.ky.us>
To: bdevries <bdevries@khsaa.org>
Subject: Varsity Volleyball 2001

Miss DeVries,

I am sending you this E-Mail to inform you that Taylor County High School will be participating in Varsity Volleyball for the 2001 Fall Season.

Last Fall was our first season to have volleyball and we participated as a JV team.

Please forward at your convenience the District assignment we will have for 2001.

Feel free to contact me if there is anything I can do to help.

Sincerely,

David Parsons
Athletic Director
Taylor County High School