



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION
STATUS REPORT
2024-2025**

*KHSAA Form T65
Revised 3/29/24*

School:	Highlands High School
KHSAA Audit Team Member:	Gary Lawson
Date:	07/16/2025

Along with this T65 form, you have also received a copy of a revised Title IX Internal Audit Summary for this school. It is important that you review all of the details concerning the analysis of the report submitted.

The Internal Audit Summary will analyze parts 1 and 2 of the three-part test for Title IX compliance, based on a snapshot of the data on the date submitted. Revisions have been made in this form to clarify the calculation of the underrepresented gender and ensure the preservation of the integrity of the foundational purposes of Title IX. The form also continues to contain notes made to help you determine how calculations were derived and detail the exclusion of certain elements related to Archery, Bass Fishing, and Esports which are true coed sport-activities.

In the first section you will note many factors such as per total participation, total expenditures, participant spending (per gender), and many other factors to be considered as you move forward with future planning. You will also note on Row 13, the determination of the underrepresented gender in your school. This is a critical element in determining Title IX compliance.

The Test 1 (traditionally called the “numbers” test) section again contains guidance as to the number of new participants in the underrepresented gender needed to meet this test. Explanatory notes in the right column should help verify the calculations, which were done by the system based on the submitted data.

The Test 2 (traditionally called the “recent history of expanding sport offerings for the underrepresented gender” test) section contains the information for Test 2 and the calculations were done solely by the system based on the submitted data.

The Test 3 (traditionally called the “accommodating interest and abilities” test) section contains the information for Test 3. This is determined by the audit team based on the analysis of the data provided.

At the bottom of the Title IX Internal Audit Summary is a summary conclusion as to whether or not the school appears to be in compliance with one of the three parts of the tests for Title IX compliance.

If you have specific questions, feel free to contact

Assistant Commissioner Darren Bilberry (dbilberry@khsaa.org or 859-299-5472) at the KHSAA.

Special Note from Audit Staff (ignore if blank):



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2024-2025**

KHSAA Audit Form
Rev. 11/1/22

**TITLE IX INTERNAL AUDIT SUMMARY
HIGHLANDS HIGH SCHOOL**

Assigned Auditor: Gary Lawson (glawson@khsaa.org)		Column 1	Column 2	Column 3
		Girls	Boys	Total
Row 1	Total Participants (from T-1)	414	516	930
Row 2	Percentage of Participation	44.52%	55.48%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	\$412,656	\$508,824	\$921,480
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	44.78%	55.22%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	0.26%	-0.26%	
Row 6	Per Participant Expenditure	\$996.75	\$986.09	
Row 7	Per Participants Difference in Expenditures	\$10.66		
Row 8	Total Enrollment (from KHSAA enrollment figures)	513	506	1019
Row 9	Percentage of Enrollment	50.34%	49.66%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	-5.83%	5.83%	
Row 11	Number of Non-Coed Teams (excluding Archery, Bass Fishing, Dance and Unified Track/Bowling)	27	27	54
Row 12	Tolerance Limit based on participation ratio to enrollment	2.0%	If number of participants is less than 100, the tolerance is 5%, if 101-299 then 4%, if 300-499 then 3%, if 500-699 then 2.5%, if 700 or more then 2%.	
Row 13	Underrepresented Gender	GIRLS	Underrepresented Gender is the one having the lowest value in Row 10 after comparing to the school participation tolerance in row 12	

TEST 1

Row 14	Test 1, Subpart 1, Is Row 10 plus/minus 5% for underrepresented gender?	no	Does this school appear likely to meet Test 1, Subpart 1 for Compliance?	
Row 15	Test 1, Subpart 2, Is Row 10 plus/minus the percentage in Row 12 for underrepresented gender?	no	Does this school appear likely to meet Test 1, Subpart 2 for Compliance?	
Row 16	Test 1, Subpart 3 Participants per Non-Coed Team for underrepresented gender (excluding Archery, Bass Fishing and Unified Track/Bowling)	15.3	The average number of participants per non-coed team for unrepresented gender, added to total participation, divided by total participation plus average number of underrepresented gender team. Does that number equal 50%? If not, how many additional participants would allow the school to get to 50% (underrepresented gender plus new participants divided by total participation plus new participants).	
Row 17	Test 1, Subpart 3 Ratio of Participants/Team to Total	45.4%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	87		
Row 19	Test 1, Subpart 3, Does it appear that the average participation per non Coed team rationalizes a less than 50% overall participation rate?	no	Does this school appear likely to meet, Subpart 3 for Compliance?	
Row 20	TEST 1 RESULTS (OVERALL)	-NO-	Appears likely to meet Test 1 for Title IX Compliance?	

TEST 2

Row 21	Test 2 Percent Participant Increase from Added Teams (from T-2)	6.0%		
Row 22	TEST 2 RESULTS	-NO-	Appears likely to meet Test 2 for Title IX Compliance?	

TEST 3

Row 23	TEST 3 RESULTS	-YES-	Appears likely to meet Test 3 for Title IX Compliance?	
Row 24	Test 3 Notes from Audit Team member listed above	Information submitted on the most recent T-3 and T-63 forms indicates that student athletic interests are being accommodated.		



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2024-2025**

*KHSAA Audit Form
Rev. 11/1/22*

**TITLE IX INTERNAL AUDIT SUMMARY
HIGHLANDS HIGH SCHOOL**

SUMMARY-PER THE ANALYSIS AND DATA SUBMITTED, IT APPEARS THAT THIS SCHOOL MEETS AT LEAST ONE OF THE THREE TESTS FOR TITLE IX COMPLIANCE. SCHOOL OFFICIALS SHOULD REVIEW THE TITLE IX INTERNAL AUDIT SUMMARY TO DETERMINE THE SPECIFIC FINDINGS. SCHOOL REPRESENTATIVES ARE REMINDED THAT TITLE IX COMPLIANCE IS AN ONGOING OBJECTIVE AND THIS REPRESENTS ONLY A SNAPSHOT IN TIME. CONTINUED EFFORTS TO ENSURE COMPLIANCE ARE NECESSARY FOR A SUCCESSFUL PROGRAM.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL VERIFICATION OF TITLE IX PROCEDURES SCHOOL YEAR 2024-2025

KHSAA Form GE19
Rev. 5/11

The Highlands High School, Fort Thomas, Kentucky

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.)
Wes Caldwell	n/a	n/a	Athletic Director
Bill Robinson	n/a	n/a	Parent Representative
Ellie Mohr	n/a	n/a	Student Athlete Representative
Brennan Bucher	n/a	n/a	Student Athlete Representative
Noah Gibson	n/a	n/a	Board of Education Representative
Jaime Richey	n/a	n/a	Teacher/Head Girls Basketball Coach
Kevin Listerman	n/a	n/a	Teacher/Head Boys Basketball Coach
Aaron Lense	n/a	n/a	Middle School Athletic Director
Lori Duncan	n/a	n/a	Teacher
John Darnell	n/a	n/a	High School Principal
Jamee Flaherty	n/a	n/a	Assistant Superintendent/Title IX Coordinator

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

Sep 24, 2024
Jan 27, 2025
Apr 16, 2025

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

Name	Title	Address	Phone
Wes Caldwell	Athletic Director	n/a	n/a

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

Name	Title	Address	Phone
Jamee Flaherty	Assistant Superintendent	n/a	n/a

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.



HISTORICAL TEAM MATRIX

TEAM LIST USED FOR CALCULATIONS

(School Year 2020-2021 is Excluded from Calculations)

Highlands High School (2024-2025)

Sport	Level	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Archery - Boys	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Archery - Girls	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Baseball - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Basketball - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Basketball - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Bass Fishing - Boys	varsity							
	jv							
	freshman							
Bass Fishing - Girls	varsity							
	jv							
	freshman							
Bowling - Boys	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Bowling - Girls	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Bowling (coed) - Boys	varsity	X	X	X	X	X	X	
	jv							
	freshman							
Bowling (coed) - Girls	varsity	X	X	X	X	X	X	
	jv							
	freshman							
Competitive Cheerleading (coed) - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X			
Competitive Cheerleading (coed) - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X			
Cross Country - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	
	freshman	X	X	X	X	X	X	
Cross Country - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	
	freshman	X	X	X	X	X	X	
Dance (coed) - Boys	varsity							X
	jv							X
	freshman							
Dance (coed) - Girls	varsity							X



HISTORICAL TEAM MATRIX

TEAM LIST USED FOR CALCULATIONS

(School Year 2020-2021 is Excluded from Calculations)

Highlands High School (2024-2025)

Dance (coed) - Girls	jv							X
	freshman							
Esports (coed) - Boys	varsity							X
	jv							
Esports (coed) - Girls	freshman							
	varsity							X
Field Hockey - Girls	jv							
	freshman							
Flag football - Girls	varsity							
	jv							
Football - Boys	freshman							
	varsity	X	X	X	X	X	X	X
Golf - Boys	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Golf - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
Lacrosse - Boys - Boys	freshman							
	varsity							
Lacrosse - Girls - Girls	jv							
	freshman							
Pickleball - Boys	varsity							
	jv							
Pickleball - Girls	freshman							
	varsity							
Riflery - Boys	jv							
	freshman							
Riflery - Girls	varsity							
	jv							
Soccer - Boys	freshman							
	varsity	X	X	X	X	X	X	X
Soccer - Girls	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Softball - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X



HISTORICAL TEAM MATRIX

TEAM LIST USED FOR CALCULATIONS

(School Year 2020-2021 is Excluded from Calculations)

Highlands High School (2024-2025)

Softball - Slow Pitch - Girls	varsity							
	jv							
	freshman							
Swimming - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	
	freshman							
Swimming - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	
	freshman							
Tennis - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman							
Tennis - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman							
Tennis - Team - Boys	varsity							
	jv							
	freshman							
Tennis - Team - Girls	varsity							
	jv							
	freshman							
Track - Indoor - Boys	varsity						X	X
	jv							
	freshman							
Track - Indoor - Girls	varsity						X	X
	jv							
	freshman							
Track - Outdoor - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	
	freshman	X	X	X	X	X	X	
Track - Outdoor - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	
	freshman	X	X	X	X	X	X	
Trap Shooting - Boys	varsity							
	jv							
	freshman							
Trap Shooting - Girls	varsity							
	jv							
	freshman							
Volleyball - Boys	varsity							
	jv							
	freshman							
Volleyball - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X	X	X	X
Wrestling - Boys	varsity			X	X	X	X	X
	jv			X	X	X	X	
	freshman							
Wrestling - Girls	varsity						X	X
	jv							



HISTORICAL TEAM MATRIX
TEAM LIST USED FOR CALCULATIONS
(School Year 2020-2021 is Excluded from Calculations)
Highlands High School (2024-2025)

Wrestling - Girls	freshman							
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SCHOOL YEAR 2024-2025
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART

KHSAA Form T1
Rev. 05/11

Participation Opportunities: Test One - Proportionality

		(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	513	50.3%	414	44.5%
Row 2	BOYS	506	49.7%	516	55.5%
Row 3	Totals	1019	100%	930	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations: 86

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

Note: While being within three percent is not a formal compliance standard, if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.



**ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART
PARTICIPATION OPPORTUNITIES: TEST TWO -
PROGRAM EXPANSION**

KHSAA Form T2
Rev. 11/15/23

Highlands High School (2024-2025)

TEAMS ADDED IN 2018-19, 2019-20, 2021-22, 2022-23, 2023-24, 2024-25

	V	JV	F
Archery - Boys			
Baseball - Boys			
Basketball - Boys			
Bass Fishing - Boys			
Bowling - Boys			
Bowling (coed) - Boys			
Cross Country - Boys			
Dance (coed) - Boys			
Esports (coed) - Boys	X		
Football - Boys			
Golf - Boys			
Lacrosse - Boys - Boys			
Pickleball - Boys			
Riflery - Boys			
Soccer - Boys			
Swimming - Boys			
Tennis - Boys			
Tennis - Team - Boys			
Track - Indoor - Boys	X		
Track - Outdoor - Boys			
Trap Shooting - Boys			
Volleyball - Boys			
Wrestling - Boys	X		

	V	JV	F
Archery - Girls			
Basketball - Girls			
Bass Fishing - Girls			
Bowling - Girls			
Bowling (coed) - Girls			
Cross Country - Girls			
Dance (coed) - Girls			
Esports (coed) - Girls	X		
Field Hockey - Girls			
Flag football - Girls			
Golf - Girls			
Lacrosse - Girls - Girls			
Pickleball - Girls			
Riflery - Girls			
Soccer - Girls			
Softball - Girls			
Softball - Slow Pitch - Girls			
Swimming - Girls			
Tennis - Girls			
Tennis - Team - Girls			
Track - Indoor - Girls	X		
Track - Outdoor - Girls			
Trap Shooting - Girls			
Volleyball - Girls			
Wrestling - Girls	X		

Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added in the 2018-19, 2019-20, 2021-22, 2022-23, and 2023-24 School Years	Current Number of Participants for the 2023-24 School Year Who are Playing on Teams Added in the 2018-19, 2019-20, 2021-22, 2022-23, and 2023-24 School Years	Percentage of Total Participation by Sex Added in the 2018-19, 2019-20, 2021-22, 2022-23, and 2023-24 School Years
GIRLS	VARSITY	16	275	3	25	
GIRLS	JV	7	80	0	0	
GIRLS	FRESHMAN	4	59	0	0	
GIRLS	TOTAL	27	414	3	25	6%



ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART
PARTICIPATION OPPORTUNITIES: TEST TWO -
PROGRAM EXPANSION

KHSAA Form T2
Rev. 11/15/23

Highlands High School (2024-2025)

BOYS	VARSITY	16	296	3	33	
BOYS	JV	7	127	0	0	
BOYS	FRESHMAN	4	93	0	0	
BOYS	TOTALS	27	516	3	33	6.4%



SCHOOL YEAR 2024-2025
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART

KHSAA Form T3
Rev. 5/11

Participation Opportunities Test Three Full Accommodation

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S) AND DESCRIBE YOUR IMPLEMENTATION PLAN IN LINE (5).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	No		No
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	No		No
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshmen interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	No		No
4. If you answered yes to question 1, 2, or 3, are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

5. Describe your plans to address interest below:



SCHOOL YEAR 2024-2025
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)

KHSAA Form T4
Rev. 11/21

Levels of Competition Test One

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	16	275	66.4%
Row 2	j.v.:	7	80	19.3%
Row 3	frosh:	4	59	14.3%
Row 4	total:		414	100%
Boys				
Row 5	varsity:	16	296	57.4%
Row 6	j.v.:	7	127	24.6%
Row 7	frosh:	4	93	18.0%
Row 8	total:		516	100%

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.
 - For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1.
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 - For boys' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

KHSAA Form T35
Rev. 11/15/23

2024-2025 (for the 2023-2024 school year)

T35 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART

Highlands High School

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Archery - Boys	\$4,489	\$5,579	\$2,253	\$3,571	\$845	\$2,333	\$4,294	1	\$221	\$0
Archery - Girls	\$4,489	\$5,579	\$2,253	\$3,571	\$845	\$2,333	\$4,294	1	\$221	\$0
Baseball	\$3,499	\$3,573	\$0	\$20,975	\$2,262	\$14,320	\$17,006	3	\$2,652	\$0
Basketball - Boys	\$1,038	\$2,156	\$346	\$21,871	\$359	\$21,155	\$24,848	3	\$1,593	\$0
Basketball - Girls	\$2,733	\$1,700	\$1,583	\$5,807	\$337	\$7,742	\$27,331	3	\$1,593	\$0
Bass Fishing - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Bass Fishing - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Bowling - Boys	\$868	\$296	\$1,143	\$579	\$232	\$172	\$2,708	1	\$0	\$0
Bowling - Coed	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Bowling - Girls	\$868	\$296	\$1,123	\$579	\$304	\$172	\$2,708	1	\$0	\$0
Competitive Cheerleading	\$0	\$0	\$0	\$0	\$0	\$0	\$0	2	\$0	\$0
Cross Country - Boys	\$820	\$854	\$1,495	\$624	\$358	\$1,252	\$4,403	3	\$92	\$0
Cross Country - Girls	\$821	\$854	\$1,495	\$624	\$326	\$125,183	\$4,403	3	\$92	\$0
Dance	\$933	\$5,765	\$1,445	\$38,313	\$2,772	\$11,920	\$14,522	2	\$3,320	\$0
Esports	\$0	\$0	\$0	\$0	\$0	\$0	\$0	1	\$0	\$0
Field Hockey	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Flag football	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Football	\$46,235	\$5,520	\$14,120	\$38,044	\$4,867	\$49,689	\$72,494	3	\$3,162	\$0
Golf - Boys	\$1,235	\$1,061	\$213	\$4,931	\$1,503	\$4,264	\$4,553	2	\$0	\$0
Golf - Girls	\$1,329	\$131	\$370	\$140	\$1,163	\$1,317	\$4,553	2	\$0	\$0
Lacrosse - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

KHSAA Form T35
Rev. 11/15/23

2024-2025 (for the 2023-2024 school year)

T35 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART

Highlands High School

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Lacrosse - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Riflery - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Riflery - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Soccer - Boys	\$710	\$2,339	\$0	\$525	\$285	\$7,675	\$15,794	3	\$1,662	\$0
Soccer - Girls	\$1,660	\$5,252	\$0	\$9,711	\$675	\$19,539	\$15,794	3	\$1,662	\$0
Softball	\$4,702	\$667	\$529	\$14,336	\$493	\$1,740	\$15,517	3	\$3,435	\$0
Softball - Slow Pitch	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Swimming - Boys	\$710	\$37	\$2,732	\$0	\$2,563	\$1,662	\$5,530	2	\$1,982	\$0
Swimming - Girls	\$710	\$37	\$2,754	\$0	\$2,550	\$1,662	\$5,530	2	\$1,982	\$0
Tennis - Boys	\$1,485	\$0	\$530	\$0	\$257	\$0	\$3,799	2	\$62	\$0
Tennis - Girls	\$1,645	\$0	\$0	\$0	\$1,304	\$946	\$3,264	2	\$62	\$0
Tennis - Team - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Tennis - Team - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Track - Indoor - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	1	\$0	\$0
Track - Indoor - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	1	\$0	\$0
Track - Outdoor - Boys	\$977	\$351	\$5,330	\$0	\$526	\$0	\$10,826	3	\$189	\$0
Track - Outdoor - Girls	\$977	\$0	\$4,427	\$0	\$339	\$712	\$12,068	3	\$189	\$0
Trap Shooting - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Trap Shooting - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Volleyball - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0
Volleyball - Girls	\$11,088	\$3,634	\$0	\$5,886	\$427	\$8,327	\$12,407	3	\$1,530	\$0
Wrestling - Boys	\$1,144	\$216	\$2,055	\$0	\$1,962	\$115	\$4,020	2	\$1,751	\$0



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

KHSAA Form T35
Rev. 11/15/23

2024-2025 (for the 2023-2024 school year)

T35 ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART

Highlands High School

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Wrestling - Girls	\$1,144	\$216	\$2,018	\$0	\$1,962	\$115	\$4,020	1	\$1,751	\$0

Note: For the 2024-2025 School Year the Coed Sports, Unified Sports and Competitive Cheer are not included in the Expenditure Totals for Boys and Girls.

Expenditures for Boys	\$508,824	55.220%
Expenditures for Girls	\$412,656	44.780%
Total Expenditures	\$921,480	



SCHOOL YEAR 2024-2025
KHSAA TITLE IX ATHLETICS AUDIT
Checklist - Overall Interscholastic Athletics Program

KHSAA Form T41
Rev. 05/11

DIRECTIONS:

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of interest and abilities			X
BENEFITS			
Equipment and Supplies		X	
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances		X	
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60



**SCHOOL YEAR 2024-2025
TITLE IX IMPROVEMENT PLAN
Highlands High School**

DIRECTIONS:

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs improvement in order to achieve gender equity. For Column 2, write the suggested change or activities that will improve the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need improvement. However, the KHSAA strongly encourages schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF IMPROVEMENT
<p>Equipment and Supplies: Advantage Boys</p>	<p>Awards Discrepancy</p> <p>We also found differences in the “awards” category, which we define as any items given to student-athletes such as warm-up gear, sweat suits, backpacks, or other branded gear (“swag”). During the 2023–2024 year, the boys’ basketball team spent nearly \$3,000 less than the previous year, creating a discrepancy between the two programs.</p> <p>To balance this:</p> <ul style="list-style-type: none"> • We have increased the spending for the girls’ basketball team and will continue to do so moving forward. • We will also continue to monitor purchases for the boys’ team, especially those exceeding \$400, to ensure consistent oversight. <p>In comparing baseball and softball, we identified further discrepancies in awards and offseason programming:</p> <ul style="list-style-type: none"> • The baseball team participated in an offseason throwing program designed to strengthen pitchers’ arms and improve technique to prevent injury. This program cost approximately \$8,500. • Baseball also had a larger apparel order due to its larger roster compared to the softball team. <p>In response:</p> <ul style="list-style-type: none"> • For the 2024–2025 year, we have chosen not to continue the baseball throwing program to reduce the spending gap. • We are also encouraging the softball program to explore opportunities to increase its expenditures in areas that enhance athlete experience and development 	<p>Start: May 30, 2025 Complete: May 30, 2026</p>

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF IMPROVEMENT
<p>Travel and Per Diem Allowances: Advantage Boys</p>	<p>Basketball Program Disparities</p> <p>In the sport of basketball, our boys' team had a notable advantage in spending under the categories of travel, per diem, and awards during the 2023–2024 school year. Specifically, the boys' team took a planned holiday trip to Pensacola, Florida, which incurred significant expenses. In contrast, the girls' basketball team only took one overnight trip to Bowling Green and a one-day holiday trip to Franklin County, both of which resulted in minimal costs.</p> <p>To address this imbalance:</p> <ul style="list-style-type: none"> • In the 2024–2025 school year, the girls' basketball team has scheduled two multi-night trips to provide equitable travel opportunities. • In the 2025–2026 school year, both the boys' and girls' basketball teams will participate in a joint trip to Florida to ensure equal experiences and expenditures. 	<p>Start: May 30, 2025 Complete: May 30, 2026</p>
<p>Equipment and Supplies & Travel and Per Diem Allowances</p>	<p>After conducting another thorough self-study and reviewing our current Title IX data, we have identified several discrepancies that I want to address directly.</p> <p>Basketball Program Disparities</p> <p>In the sport of basketball, our boys' team had a notable advantage in spending under the categories of travel, per diem, and awards during the 2023–2024 school year. Specifically, the boys' team took a planned holiday trip to Pensacola, Florida, which incurred significant expenses. In contrast, the girls' basketball team only took one overnight trip to Bowling Green and a one-day holiday trip to Franklin County, both of which resulted in minimal costs.</p> <p>To address this imbalance:</p> <ul style="list-style-type: none"> • In the 2024–2025 school year, the girls' basketball team has scheduled two multi-night trips to provide equitable travel opportunities. • In the 2025–2026 school year, both the boys' and girls' basketball teams will participate in a joint trip to Florida to ensure equal experiences and expenditures. 	<p>Start: May 30, 2025 Complete: May 30, 2026</p>

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF IMPROVEMENT
	<p>Awards Discrepancy</p> <p>We also found differences in the “awards” category, which we define as any items given to student-athletes such as warm-up gear, sweat suits, backpacks, or other branded gear (“swag”). During the 2023–2024 year, the boys’ basketball team spent nearly \$3,000 less than the previous year, creating a discrepancy between the two programs.</p> <p>To balance this:</p> <ul style="list-style-type: none"> • We have increased the spending for the girls’ basketball team and will continue to do so moving forward. • We will also continue to monitor purchases for the boys’ team, especially those exceeding \$400, to ensure consistent oversight. <p>Baseball vs. Softball</p> <p>In comparing baseball and softball, we identified further discrepancies in awards and offseason programming:</p> <ul style="list-style-type: none"> • The baseball team participated in an offseason throwing program designed to strengthen pitchers’ arms and improve technique to prevent injury. This program cost approximately \$8,500. • Baseball also had a larger apparel order due to its larger roster compared to the softball team. <p>In response:</p> <ul style="list-style-type: none"> • For the 2024–2025 year, we have chosen not to continue the baseball throwing program to reduce the spending gap. • We are also encouraging the softball program to explore opportunities to increase its expenditures in areas that enhance athlete experience and development. <p>Overall Progress</p> <p>Over the last two years, we have made significant progress in increasing our investment in our underrepresented gender (girls) and reducing spending</p>	

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF IMPROVEMENT
	<p>disparities. Here's a summary of the financial shift:</p> <ul style="list-style-type: none"> • 2023 Title IX Report: • Girls: \$263,308 (33.6%) • Boys: \$467,022 (66.4%) • 2024 Title IX Report: • Girls: \$412,656 (44.79%) – an increase of 11.18% • Boys: \$508,824 (55.21%) – a decrease of 11.18% <p>These changes reflect our continued commitment to equity and compliance with Title IX. While there is still work to be done, we are proud of the strides made and remain focused on creating balanced opportunities for all student-athletes.</p>	