



**KHSAA NEWER AD WORKSHOP
2018-2019**

Kentucky High School Athletic Association


WIFI:
Network Name: KHSAA_Guest
Password: khsaaguest

Join at
[slido.com](https://www.slido.com)
#N927

New Admin Workshop

WORKSHOP PURPOSES


- Overview of KHSAA Functions
- In Depth Review of Regulations
- Review Red Flags on KHSAA Rules and Regulations, especially Forms
- Continued Review of KHSAA ongoing operations
- Preview of Issues for 18-19 and beyond



New Admin Workshop

KHSAA


- KHSAA, private, non-profit organization with 280 voluntary member high schools, participating in interscholastic athletics, which is PRIVILEGE and not a guaranteed right.
- Designated by the Kentucky Board of Education to manage athletics through 702 KAR 7:065 as a part of KRS 156.070(2) and receives its enforcement authority from the Kentucky General Assembly.
- All eligibility rules and regulations must be approved through a lengthy process that starts with the member schools, and ends with the legislature. Several other groups weigh-in before a change is given final approval.



New Admin Workshop

GOVERNANCE OF KHSAA


- Eighteen Board members
 - 8 elected by schools, 2 per basketball region
 - 2 elected by schools, designated to represent regions 1-8 and 9-16 (female)
 - 2 elected by schools, designated to represent regions 1-8 and 9-16 (African American)
 - 2 elected by schools, designated to represent regions 1-8 and 9-16 (non-public schools)
 - 4 appointed by Kentucky Department of Education



New Admin Workshop

KHSAA


- IS NOT: An Enforcement Agency
- IS NOT: An entity with Subpoena Power
- IS NOT: Able to swear witnesses and testimony (except for KRS Chapter 13B hearings and sworn depositions)
- IS: An association of member schools
- IS: A service entity for its member schools, providing insurance, communications and resources/tools for managing an athletic program
- IS: Funded by Dues (Pays for Insurance); Tournament Receipts from State Only and Sponsorships
- IS NOT: Funded by early round tournament receipts (as are most states)



New Admin Workshop

KHSAA


- IS: The designated agency who, on behalf of KDE, handles athletics in the member schools
- IS: Its' collective 280 member schools NOT a specific school and not its' staff
- IS: The Agency required to develop regulations for middle school athletics
- IS NOT: An Agency that enforces the regulations for middle school athletics



New Admin Workshop

TITLE IX: WHAT IS IT?


- Title IX is the portion of the Education Amendments of 1972 that prohibits sex discrimination in educational institutions that receive federal funds, either directly or indirectly. In brief, Title IX states that:
- *“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.”*



New Admin Workshop

KHSAA ROLE-TITLE IX ENFORCEMENT


- Title IX is the portion of the Education Amendments of 1972 that prohibits sex discrimination in educational institutions that receive federal funds, either directly or indirectly.
- KHSAA Is not an enforcement agency in regards to Title IX
- KHSAA Does not determine whether or not a school is in violation
- KHSAA Reserves the right to report to local district or the Office of Civil Rights
- KHSAA Title IX complaints should be directed to the local school district or the Office of Civil Rights
- KHSAA Title IX Complaints received by the KHSAA will be forwarded to the school principal, Title IX Coordinator and District Title IX Coordinator



New Admin Workshop

TITLE IX HISTORICAL INFORMATION


- KHSAA Staff maintains a repository of information on the KHSAA website including:
- All past Annual Title IX Repots
- All past Field Audit Visit Reports
- Annual Title IX Workshops and other consultation as requested or required
- Annual audit re-visit schedule for selected schools
- Pertinent information from the office of civil rights



New Admin Workshop

KHSAA MEMBERSHIP CRITERIA


- Duties of the KHSAA in managing high school athletics are set forth in 702 KAR 7:065. The regulation includes the following: "As a condition present to membership, require each member school and superintendent to annually submit a written certification of compliance with 20 USD Section 1681-83 (Title IX)"
- The Annual Membership Application includes this wording and is verified by the principal of each KHSAA member school on this form.



New Admin Workshop

TITLE IX NEWS AND UPDATES


- Title IX and Participation reporting is only available online
- Deadline for Annual Report submission and Participation List is April 30th each year
- Form T-35 will be available online in late November for reporting of expenditures from prior year
- Goodsports, Inc Guide and Workbook, contact office



New Admin Workshop

ANNUAL REPORTING TO KBE


- KHSAA Staff reports to the Kentucky Board of Education on the Status of the prior year revisit summary for KHSAA Member Schools
- Observations of disparities and areas of concern to be addressed
- Observed deficiencies and timeline for improvements by the school
- Penalties assessed for non-submission of reports



New Admin Workshop

ONLINE ROSTER REQUIREMENTS


- KHSAA online system only, no other form will substitute
- No one can play in a game or participate in a practice who is not on the roster
- School decides who edits rosters. Must work cooperatively with AD or Principal in getting assigned rights, or having them do the editing
- Roster has fourth level (postseason) so that roster manipulation and moves of younger players, etc. at end of season doesn't cause inconsistencies in yearly reporting (participation or Title IX counts)



New Admin Workshop

WHAT COUNTS FOR MY REPORTS?

- Participants in all KHSAA Sports and Sport-Activities and all levels within those will be counted based on roster entry
- Coaches will be counted per level, however coach counts have no bearing on Title IX compliance for the purpose of these reports
- To have a sport at a level, you must play at that level against other teams at that level, in contests utilizing approved NFHS or other approved rules (USGA, USTA, etc.)
- Per Federal guidelines, female Dance participants (rosters) and expenditures (T35) are to be included, while Competitive Cheer participants (roster) and expenditures (T35) are not included



New Admin Workshop

WHAT OTHER SPORTS OR SPORT-ACTIVITY CAN I COUNT?


- To count as a countable sport for reporting, non-KHSAA sports and sport-activities must meet criteria:
 - The squad must play a minimum number of 10 games, a criterion strongly recommended by current OCR consultant and former OCR staff;
 - Must be supervised by same person as other sanctioned sports (i.e. Athletic Director)
 - Coaches must be hired using same policies as KHSAA sports
 - Coaches must meet same qualifications as KHSAA sports



New Admin Workshop

STEPS FOR MONITORING TITLE IX COMPLIANCE - GERC


- Each KHSAA Member school shall form a Gender Equity Review Committee that shall meet a minimum of three times per year
 - Follow suggested guidelines for committee makeup.
 - Minutes shall be kept and on file for each meeting.
 - Record on GE19 as part of the Annual Report.



New Admin Workshop

STEPS FOR MONITORING TITLE IX COMPLIANCE-GERC


- Each KHSAA Member school shall form a Gender Equity Review Committee that shall meet a minimum of three times per year
- Committee Shall Monitor Title IX Action Plans
 - Include Timetable for improvements
 - Develop a current year improvement plan and review previous action plans to ensure implementation deadlines are being met
- Using prior Annual Reports, conduct an Internal Self-Audit. KHSAA Resources are available to assist



New Admin Workshop

STEPS FOR MONITORING TITLE IX COMPLIANCE-GERC


- Committee Make-up
 - Include District Title IX Coordinator
 - Include High School Title IX Coordinator
 - Include school personnel, student athletes and bookkeeper
 - Emphasize diversity – especially with student athletes
 - Include booster club members



New Admin Workshop

BOOSTER CLUBS - FAQ


- Athletic Administrators should have copy of, and must adhere to the KDE Red Book, available on KDE website at <http://goo.gl/ZpvEKT>
- A sample booster club agreement is on the KHSAA Title IX website <http://goo.gl/SQeHQb>
- It is strongly recommended that schools have only one booster club under direct control of the school



New Admin Workshop

TITLE IX INTEREST SURVEY


- What is a Title IX interest survey?
- Required every two years
- Next required in 2019-2020 of all schools
- Survey all grades 9-11
- Optionally survey 8th graders in your system where your school is their only option
- Survey questions listed online at <http://www.khsaa.org/forms/t61.pdf>



New Admin Workshop

TITLE IX INTEREST SURVEY


- Requires 80% response rate, including 8th graders from direct feeder school(s); enrollment number taken from the 2nd Month Report
- KHSAA will manage your survey for you and provide detailed results.
- Survey can be administered voluntarily in "off" year
- If you want to take advantage of KHSAA's electronic survey service, please contact Rob Catron (rcatron@khsaa.org) to request; it will be administered using www.surveymonkey.com



New Admin Workshop

TITLE IX INTEREST SURVEY


- Red Flags:
 - Failure to get 80% response rate (system will not accept report with less than 80% response)
 - Zero entered for all sports not currently offered
 - Zeros for all sports currently offered at the school
 - Schools put the number of current participants instead of the number of students showing interest
 - Zeros entered for all sports



New Admin Workshop

PROCESS FOR CHANGING RULES


- Process Necessary to give rules force of law through state regulation
- Submit Proposals by May 1
- Review by Board of Control for decision on inclusion in agenda
- Proposals distributed August/Early September
- Annual Meeting mid-September
- Final Review and Recommendation by BOC to KBE (2 meetings)
- KBE Final Review and Recommendation to LRC
- Adoption Consideration through LRC
- Hopeful final approval by late spring of following year



New Admin Workshop

KHSAA CATASTROPHIC INSURANCE


- R. J. Roberts, Inc. is the broker for the coverage
- 859-623-7684 for claims and inquiries
- Contact Bobbi Land, Joe Roberts, John Roberts or Bob Roberts
- 10-year window to received medical benefits of \$6 million with a \$25,000 deductible
- Primarily provides medical benefits
- Pays 100% of Usual & Customary changes in excess of other in force insurance



New Admin Workshop

KHSAA CATASTROPHIC INSURANCE


- Death Benefit of \$10,000
- Is “secondary” to personal and school policies
- Covers - “Students participating in interscholastic competition, governed by the regulations of the state high school athletic/activities authority, including school supervised practice, tryouts, game related activities and related travel.”



New Admin Workshop

KHSAA CATASTROPHIC INSURANCE


- What is covered by catastrophic insurance?
 - All sports and sport-activities for which the KHSAA sponsors a championship
 - Fall – Golf, Volleyball, Soccer, Cross Country and Football
 - Winter – Competitive Cheer, Dance, Bowling, Swimming, Wrestling, Basketball
 - Spring – Archery, Bass Fishing, Tennis, Track, Fast Pitch Softball, Baseball
- What is not covered?
 - Non-KHSAA Sanctioned Sports and Sport-Activities
 - Any activity contrary to the Constitution, Bylaws, Tournament Rules or other adopted policies of the KHSAA



New Admin Workshop

ADDITIONAL INSURANCE NOTES


- Bylaw 2 requires Insurance on behalf of athlete
- Difficult to monitor individual policies.
 - Best Solution- School district should purchase their own Basic Policy.
 - Decision should not be based solely on cost
 - No inside benefit limitations
 - Example:
 - District has a Basic Policy with a \$25,000 limit. Student has an MRI that cost \$1200. Inside limits of the policy specifically state that they will only pay \$500 for an X-ray. The family is left with a \$700 bill.
 - Coverage for gaps in Catastrophic Plan such as summer camps, off-season conditioning, etc.



New Admin Workshop

HANDBOOK STRUCTURE


- Constitution
- Bylaws
- Due Process Procedure
- Board of Control Policies
- Competition Rules



New Admin Workshop

BYLAWS OF THE KHSAA


- Bylaw 1 – Responsibility
- 2-14 at Hearing Officer Matter Rules. Initial ruling by Ruling Officer. Appeal to Independent Hearing Officer. Recommendation by Hearing Officer, Final Ruling by Commissioner
- 2- Age
- 3- Maximum Number of Years
- 4- Enrollment- Requirements
- 5- Minimum Academic Requirement
- 6- Transfer Rule – Domestic Students
- 7- Transfer Rule – Exchange Students
- 8- Transfer Rule – Other Foreign Students



New Admin Workshop

BYLAWS OF THE KHSAA


- 9- Basketball/Football Contestant on Other Teams, Postseason and All- Star Games
- 10- Amateur/Awards
- 11- Financial Aid
- 12- Physical Examination, Parental Consent and Insurance
- 13- Agreement Regarding Professional Baseball Contracts
- 14- Other Eligibility Requirements and Regulations



New Admin Workshop

BYLAWS OF THE KHSAA


- 15- Practice of Sportsmanship
- 16- Recruitment/Undue Influence
- 17- Certification of Eligibility (In roster system only)
- 18- Supplying Information and Reports (Required in writing)
- 19- Comparable Opportunities
- 20- Officials Division of the Association
- 21- Protests
- 22- Contests, Sanctions, Rules, Forfeitures, Faculty to Accompany
- 23- Limitation of Seasons
- 24- Summer Sports and Sports Activities
- 25- Requirement for Coaches and Others Working With High School Teams
- 26- Rulings, Reporting of Violations
- 27- Imposition of Penalties



New Admin Workshop

FILLING OUT THE FORMS


- Form GE04 – Parent Permission and Physical Form
- Form DP06 – Requesting a Ruling Under Bylaw 6
- Form DP07 – Requesting a Ruling Under Bylaw 7
- Form DP08 – Requesting a Ruling Under Bylaw 8
- Form GE14 – Game Contract



New Admin Workshop

RULES REMINDERS-COACHING POSITIONS

- Only the School Board can create coaching positions. Ensure that proper paperwork is complete (liability, etc.)
- All requirements apply to head and assistant coaches
- 2 types of coaches, Level 1 and Level 2
 - Two types of level 2 - 64 hours or more college credit and Less than 64 hours
 - Each Level 2 status has multiple requirements
- All coaches (regardless of level) must be current in CPR course
- All coaches must be current in the Sports Safety Course. NO COURSE COMPLETION ON RECORD, NO PRACTICE OR COMPETITION
- All coaches must be 21 and high school graduate. No exceptions (state law).
- All coaches must successfully pass background check
- No such thing as volunteer. Whether or not you get paid is local decision



New Admin Workshop

COMPETITION REMINDERS – SPORT VS. SPORT ACTIVITY


- Sport-
 - Fall – Golf, Volleyball, Soccer, Cross Country, Field Hockey, Football
 - Winter – Wrestling, Swimming, Basketball
 - Spring – Tennis, Track, Fastpitch Softball, Baseball
- Sport Activities – Archery, Bass Fishing, Bowling, Competitive Cheer, Dance
- Primary Difference
 - Sport Activities will not have as structured season, KHSAA will simply sponsor region and state competition
 - Specific Bylaws do not apply
- Specific Bylaws that do not apply, including 3, 6, 7, 8, 9, 10, 11, 13, 16, 19, 20 and 22



New Admin Workshop

COMPETITION REMINDERS

- Regions and Districts on Manager Form may request vendor for Novelties – No work, simply provide space
- My Team Makes State – What to Expect – Conference Call, Website, Expenses, Trophies and Awards



New Admin Workshop

BOARD OF CONTROL POLICY: PRIME DATE SCHEDULING

- The KHSAA Board of Control has adopted the following policy related to the scheduling of girls basketball games
- Two options for determining prime dates:
 - 40% of all girl's home games must be scheduled on a prime date with tournaments counting as only one against the prime date and overall counts; or
 - 40% of all girl's games played, home and away must be scheduled on a prime date with at least one prime date game in December, January, and February. All tournament games count individually for schools utilizing this method



New Admin Workshop

BOARD OF CONTROL POLICY: PRIME DATE SCHEDULING


- Audit schedules – first playing date
- Will notify schools that are out of compliance by December 31.
- Final check, Monday of district tournaments
- Penalties – reduction of boys' home schedule by two games the following season.



New Admin Workshop

WEBSITE AND COMMUNICATION


- www.khsaa.org
- Layout and Demo



New Admin Workshop

WEBSITE AND COMMUNICATION


- <http://schools.khsaa.org>
- Layout and Demo



New Admin Workshop

NFHS


- What is the NFHS and our Role
- NFHS Network
- NFHS Network School Broadcast Program
- NFHS Learn Opportunities, more than coaching education



New Admin Workshop

KHSAA MEMBER SERVICES


- Public Rosters
- Principal/Superintendent/AD ID Cards
- AED Awards
- AED Purchase Program
- Required NFHSLearn – Copyright Course, Diving, Pole Vault
- Discuss Possible Options to Automate Academic Awards and Triple Threat Recognition
- ArbiterPay
- Midway Awards Program
- Various Scholarship Programs
- UK Awards Programs



New Admin Workshop

KHSAA MEMBER SERVICES

- Stout Scholarship and Other Awards
- Sponsor Acknowledgement and Recognition
- State HYPE Conference
- NSLS National Conference and Linkage Back
- Huddle Tickets



New Admin Workshop

REQUIREMENT TO USE OFFICIAL BALL


- KHSAA under contract through 2019 with Spalding to be official ball for Baseball, Basketball, Football and Softball (Dudley branded for softball)
- KHSAA under contract through 2019 with Baden for Volleyball
- KHSAA under contract through 2019 with Select for Soccer
- Required for all play to be proper brand with NFHS logo.
- No requirement for KHSAA logo on any required ball
- No penalty for regular season lack of use
- Administrative penalty for failure to use in postseason (fine, possible suspension)



New Admin Workshop

DUE PROCESS PROCEDURE REVIEW AND RED FLAGS


- Schedule
- Procedure
- Hearing Attendance
- Opportunities (or Lack of) for New Evidence if Don't Attend



New Admin Workshop

OBLIGATION OF ALL TO HELP RECRUIT, TRAIN AND MENTOR OFFICIALS


- Numbers in some sports saw sharp decline in 17-18 (soccer, baseball, wrestling)
- Recent survey showed same results statewide and nationally (NASO)
 - Obligation of schools to ensure safe environment. Significant percentage felt unsafe
 - Unchecked fan and coach abuse and treatment (verbal and physical)
 - More than 10% of officials claim they are publicly critical of other officials
- Social media limitations on both coaches and officials



New Admin Workshop

OBLIGATION OF ALL TO HELP RECRUIT, TRAIN AND MENTOR OFFICIALS


- Need to recruit, but also need EVERYONE working to allow new officials to learn on the fly, just like players and coaches do!
- Coaches play a pivotal role in this effort, and will be the main ones in addition to kids harmed if we see shortage
- Veteran officials must mentor young officials and ensure continued interest



New Admin Workshop

OFFICIALS DIVISION


- Officials Division, Recruiting and Retention
 - Recruiting of young officials down
 - Trouble spots include Soccer and Wrestling
- Assigning Secretaries and 9-12 Authority
- Policy Board Authority
- Assignment of Officials (Independent Contractors, both Assigners and Officials)
- Policy Boards and 9-12 Authority
- Varsity Pay Scale set by Board, reviewed every four years
- Non-Varsity Pay Scale revisions for postseason to be considered year after Board reviews varsity (ONLY)
- Arbiter Pay
- Junior High/Middle School officials must be licensed by KHSAA



New Admin Workshop

OFFICIALS DIVISION


- Changes by Board of Control upon recommendation of Commissioner
- Scratches, Minimum 2 maximum 3 and must be local to that region
- Evaluation module within Arbiter to be only evaluation system
- Assigners pay will be collected by one entity per region, remitted to KHSAA to distribute to ensure issuance of 1099 and other documents
- Issues being addressed with assigners working "out of region"



New Admin Workshop

FAN BEHAVIOR


- Everyone in this great country has freedom of speech, but not consequences from what you say, particular in a “privilege” environment. Simply paying for a ticket doesn’t give you unfettered and unrestricted ability
- Spectators and fans, officials do not engage. When officials do, they make them an equal. Fans are not peers.
- Fan groups
- Officials as fans



New Admin Workshop

ASSISTANT / NON VARSITY COACH BEHAVIOR

- Targeted emphasis on conduct in non-varsity games by coaches, and assistant coaches in varsity contests
- Officials instructed to rigidly enforce conduct restrictions on these individuals
- Officials should have the wisdom to have a certain amount of leniency for the head coach in varsity contests, but deal with them professionally
- This sideline conduct is number one reason for loss of officials.
- Not coach’s job to “see what they can take”. Officials are learning, just like coaches and players



New Admin Workshop

CURRENT SEASON SPORTS UPDATES AND CURRENT EVENTS

- Golf
- Field Hockey
- Volleyball
- Soccer
- Cross Country
- Football
- Competitive Cheer
- Dance
- Bowling
- Wrestling



New Admin Workshop

CURRENT SEASON SPORTS UPDATES AND CURRENT EVENTS


- Wrestling
- Swimming and Diving
- Basketball
- Archery
- Bass Fishing
- Tennis
- Track and Field
- Softball
- Baseball
- eSports



New Admin Workshop

SPORTS MEDICINE


- <https://khsaa.org/special-programs/sports-safety/sports-medicine/>
- Sports safety course
- Lightning (site and sound, no use of devices)
- Heat and hydration (digital sling psychrometer or wet bulb globe only, and only at the competition area)
- Concussion Awareness and Requirements
- NFHS position statements available which are adopted by KHSAA on such issues as in game fluids, nutritional supplements, etc.
- Special requirements for sports, football practice phase in, wrestling weight management, pitch count restrictions, etc.



New Admin Workshop

2018-2019 ISSUES AND INFO


- Corresponding Dates
 - Rollover for 19-20
 - Pay careful attention to basketball dates in 2019 and 2021
- Current Year Proposals
 - Bylaw 6 - Restrict transfer ineligibility to those sports with varsity participation in the last year (with the codicil that eligibility only be considered for those fully eligible when leaving the sending school)
 - Bylaw 6 - Add exception for documented cases related to KRS 158.148
 - Bylaw 10 - Awards (specifically address impermissible benefits)
 - Bylaw 27 - Delineate suspension of students receiving impermissible benefits
 - Bylaw 27 – Disassociation



New Admin Workshop

2018-2019 ISSUES AND INFO

- Ongoing Championship Discussions
 - Swimming (possible split genders)
 - Baseball (format)
 - Softball (format)
 - Tennis (format and timeline)
 - Track (format and timeline)
 - Football RPI and Future Years (possible)
- eSports (New Offering)



New Admin Workshop

MIDDLE SCHOOL RULES APPLY IF:


- (a) The contest, event or tournament is sponsored by a school (or combined group of schools);
- (b) Competitors wear a school issued uniform;
- (c) The contest, event or tournament is sponsored by an outside entity as a school entry event (advertised or promoted as a school event), whether or not an entry fee is required;
- (d) A school entity pays an entry fee, for the student or team, including payment by booster organizations;
- (e) A school representative(s) accompanies the student-athlete or transports the student-athlete to the contest, event or tournament;
- (f) A member of a school coaching staff (designated/hired, whether paid or unpaid) is present and offering instruction, advise, evaluation or refinement of skills or exercising other duties defined as "coaching" within the sport rules;



New Admin Workshop

MIDDLE SCHOOL RULES APPLY IF:

- (g) Transportation to or from the contest, event or tournament utilizes school provided or approved transportation;
- (h) Competitors in the contest, event or tournament wear apparel identifying them by the name of the school (formal, informal or team nickname);
- (i) Competitors in the contest, event or tournament are provided resources (promotional or otherwise) by the school including school media recognition, signage and items clearly indicative of school representation;
- (j) Competition in a contest, event or tournament has, in any form, jurisdiction of the local school board or school based decision making body, including financial or other approval control; or
- (k) Competition in a contest, event or tournament is covered by any school or school system provided or procured insurance policy;



New Admin Workshop

MIDDLE SCHOOL REG CHANGES

- Rules have been enacted through state regulation regarding age limits and repeating students.
- All middle school rules apply, regardless of affirmative or negative action by local Board and school councils.
- Assistant Commissioner Sarah Bridenbaugh is the primary contact for middle school questions, although entire staff is in position to assist.
- Physical exam required, only KHSAA middle school physical form will be accepted
- Middle School programs must adhere to safety programs such as heat index, wrestling weight management, concussion and head injury, contact restrictions in football, lightning, etc.
- Districts, councils, groups of schools, conferences must create rules on age, participation by students below grade six, practice and competition seasons that do not exceed the high school limit





THANK YOU FOR ATTENDING

Kentucky High School
Athletic Association