

DATE: September 4, 2015
TO: Dr. Paul Stein, Superintendent
FROM: Susan Bottan, Business Administrator
CC: Gini Tate
RE: Investigation Into Alleged Title IX Violations

A report follows related to the alleged Title IX violations made by the Wayland Public Schools former Athletic Director, Stephen Cass, in a published statement to School Committee dated May 19, 2015. Per your request, I have collected and compiled quantitative and statistical data relative to student enrollment, athlete participation rates, and athletics expenses and funding by gender and by sport, for the period of FY 2013 to FY 2015, with a focus on FY 2014 because of the financial data available, to support the allegation.

Please find below a summary of the report; a description of the allegation, the data and data sources, and a statement of findings. The complete report follows on the subsequent pages.

Description of Allegation

The former Wayland Public Schools Athletic Director alleged violations of Title IX in a published statement to the School Committee dated May 19, 2015 which read:

"... and a lack of gender equity in funding and resources for girls' versus boys' teams."

Data and Sources

The data gathered, compiled, and analyzed for the preparation of this report and sources are noted below:

- Enrollment – The data source was the October 1 DESE enrollment report for FY 2013, FY 2014, and FY 2015.
- Participation – The data sources were a list of all sports offered, the former Athletic Director's submitted FY 2014 report, the former Athletic Director's electronic files, registration data by student athlete downloaded from Family ID, the Civil Rights Data Collection for Interscholastic Athletic (OCR).
- Expenses – The data sources were the former Athletic Director's submitted FY 2014 report by sport/by gender, payroll reports, and budget data from MUNIS for FY 2014.
- Funding – The data sources were MUNIS for FY 2014 and the Wayland Boosters Association's FY 2014 end year financial report.

Statement of Findings

A thorough review and analysis of data related to gender enrollment, access to sports, participation, expenses, and funding gathered from and compiled by several sources indicate no violation of Title IX took place.

Report on Investigation into Alleged Title IX Violations

Overview

Using data provided by the former Wayland Public Schools Athletic Director, Stephen Cass, October 1 enrollment reports, on-line registration data from Family ID, MUNIS financial documents, the OCR and NWLC, a review of student participation and finances was conducted to determine the allocation of resources for the FY 2014 Athletics program by sport and gender. Although participation and financial data by sport and gender were requested from the former director for FY 2015 during the school year by the School Business Administrator, no data was provided. An electronic data search of Athletics files was conducted and some additional participation data was found and used in this review.

Although FY 2014 participation and financial data will be the focus of this report because this is the only year for which financial data by sport is available, data on student participation from FY 2013 to FY 2015 have been included for a broader analysis. Please note that the former director's data excluded Ice Hockey, Crew, and Sailing, so in an attempt to compare "apples to apples" the data and analysis in this report excludes these same sports.

Enrollment and Participation

To fully understand participation rates by gender, it is important to first look at the percentage of enrollment by gender for each year of the review. October 1 enrollment by gender for FY 2013, FY 2014, and FY 2015 was compiled and compared to participation rates in sports. Whereas the percentage of enrollment by gender during the three years of FY 2013 to FY 2015 remained consistent at male 52 % and female 48%, the participation rates shifted for each of the three years. The percentage of female participants in FY 2014 was 45% versus 48% of female enrollment. There existed a difference of 3% between female participation and female enrollment. These data are illustrated below:

| FY 2013 TO FY 2015 PARTICIPATION DATA COMPARISON USING DATA SOURCE ATHLETIC PARTICIPATION BY GENDER FAMILY ID WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES ICE HOCKEY, SAILING/CREW Data Sources: Family ID On-line Registration, October 1 Enrollment Data | | | | | |
|---|-------------------|-------------------|-----------------------|-------------------|--|
| FY 2013 | # Athletes | % to Total | WHS Enrollment | % to Total | |
| Boys | 602 | 54% | 446 | 52% | |
| Girls | 509 | 46% | 414 | 48% | |
| Total | 1111 | 100% | 860 | 100% | |
| FY 2014 | # Athletes | % to Total | WHS Enrollment | % to Total | |
| Boys | 601 | 55% | 439 | 52% | |
| Girls | 492 | 45% | 403 | 48% | |
| Total | 1093 | 100% | 842 | 100% | |
| FY 2015 | # Athletes | % to Total | WHS Enrollment | % to Total | |
| Boys | 605 | 57% | 443 | 52% | |
| Girls | 453 | 43% | 408 | 48% | |
| Total | 1058 | 100% | 851 | 100% | |

A review of female participation in the Athletics program was also conducted excluding Football given that there was no other comparable team sport in terms of gender and expense. During the period of FY 2013 to FY 2015, Football was the highest enrolled single-gender sport and consisted of more than 70 male athletes in each of the three years. In FY 2014, by excluding Football, total female participation was exactly equal to the percentage of female enrollment, 48%:

| FY 2013 TO FY 2015 PARTICIPATION DATA COMPARISON USING DATA SOURCE ATHLETIC PARTICIPATION BY GENDER FAMILY ID WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES FOOTBALL, ICE HOCKEY, SAILING/CREW | | | | | |
|--|-------------------|-------------------|-----------------------|-------------------|--|
| Data Sources: Family ID On-line Registration, October 1 Enrollment Data | | | | | |
| FY 2013 | # Athletes | % to Total | WHS Enrollment | % to Total | |
| Boys | 529 | 51% | 446 | 52% | |
| Girls | 509 | 49% | 414 | 48% | |
| Total | 1038 | 100% | 860 | 100% | |
| FY 2014 | # Athletes | % to Total | WHS Enrollment | % to Total | |
| Boys | 531 | 52% | 439 | 52% | |
| Girls | 492 | 48% | 403 | 48% | |
| Total | 1023 | 100% | 842 | 100% | |
| FY 2015 | # Athletes | % to Total | WHS Enrollment | % to Total | |
| Boys | 532 | 54% | 443 | 52% | |
| Girls | 453 | 46% | 408 | 48% | |
| Total | 985 | 100% | 851 | 100% | |

Research on participation rates of males and females in the Wayland Public Schools Athletics program in context with gender enrollment was affirmed by data gathered and published by the Office of Civil Rights, <http://ocrdata.ed.gov>. Gender participation and enrollment data posted on the OCR website (Civil Rights Data Collection for Interscholastic Athletics) is from 2011 and revealed the following:

Wayland High School Enrollment – 51.4% male, 48.6% female

Number of Teams – 50.9% male, 49.1% female

Participation – 52.1% male, 47.9% female

Further, the website for the National Women’s Law Center (NWLC), <http://www.nwlc.org/resource/>, showed the following comparison of data from 2011 of student participation in interscholastic athletic programs for Wayland Public Schools and other comparable communities in a report entitled, *Does Your High School Have an Athletic Participation Gap?* The original data source used by the NWLC is from the Office of Civil Rights, <http://ocrdata.ed.gov/DistrictSchoolSearch> and is illustrated in the following table:

| OFFICE OF CIVIL RIGHTS: Data source National Women's Law Center - Does Your High School Have an Athletic Participation Gap? | | | |
|---|---------------------|-----------------------------|-------|
| Survey year 2011 | | | |
| Public School District | % Female Enrollment | % Female Team Participation | Gap |
| Wayland | 48.60 | 47.90 | -0.70 |
| Wellesley | 50.50 | N/A | N/A |
| Weston | 49.80 | 45.10 | -4.70 |
| Dover Sherborn | 50.60 | 46.30 | -4.30 |
| Needham | 48.90 | 46.40 | -2.50 |
| Concord/Carlisle | 51.90 | 46.00 | -5.90 |
| Action/Boxborough | 49.90 | 42.70 | -7.20 |
| Belmont | 51.00 | 51.10 | 0.10 |
| Lexington | 49.30 | 46.30 | -3.00 |
| Lincoln/Sudbury | 50.50 | 44.50 | -6.00 |

The NWLC concluded, using 2011 data from OCR, that Wayland Public Schools' female athletes' participation rate as compared to female enrollment was reported as having the second lowest gap between the percentage of female participation and female enrollment as compared to Wayland's ten comparable communities. Wayland's participation gap was 0.7% whereas comparable communities reported a gap as high as 7.2%. The FY 2014 gap between female participation and female enrollment gap was 3%.

Given the outcome from an analysis of enrollment and participation data by gender, the Wayland Public Schools district did not violate Title IX.

Access to Sports

In FY 2014 the district offered a grand total of 20 sports through its Athletics program. Seventeen sports were offered directly from the district's Athletics program funded in part by a general fund appropriation. Of these 17 sports, 11 consisted of both male and female athletes, three sports consisted of male only athletes and three sports consisted of female only athletes. In addition, three sports were offered to both male and females and were funded outside of the general fund appropriation. In total, the access to sports for males and females was exactly the same: 17 sports for males and 17 sports for females.

Listed below are the sports offered to students in FY 2014. Each sport has been identified as being offered to both genders, males and females (M/F); or single-gender males (M); or single-gender female (F):

1. Alpine/Nordic Skiing (M/F)
2. Baseball (M)
3. Basketball (M/F)
4. Cheerleading (F)
5. Cross County(M/F)
6. Field Hockey (F)
7. Football (M)
8. Golf (M/F)
9. Indoor Track (M/F)
10. Lacrosse (M/F)
11. Outdoor Track (M/F)

12. Soccer (M/F)
13. Softball (F)
14. Swim/Dive (M/F)
15. Tennis (M/F)
16. Volleyball (M/F)
17. Wrestling (M)
18. Crew – this team sport has been established as a separate special revenue fund and is operated in conjunction with Weston Public Schools (M/F)
19. Ice Hockey – this team sport has been established as a separate special revenue fund and is operated by the Wayland Hockey Association, a 501(c)(3) organization(M/F)
20. Sailing – this team sport has been established as a separate special revenue fund (M/F)

Given the outcome of a review of data related to the number of sports teams accessible by gender, the Wayland Public Schools district did not violate Title IX.

Participation by Sport

Participation data by sport and gender provided in this report was obtained from three different sources:

- **Cost by Sport** – This data source was provided by the former Athletic Director. This source excluded participation of the three sports established as special revenue funds. It also appeared that the calculated participation by gender was based on an equal distribution of participants - 50%/50%. The original source of the data is uncertain.
- **Participation and Enrollment** – This data source was found in the former director's electronic files. The source shows by season participation data by sport including special revenue fund sports for FY 2013, FY 2014 and for some sports FY 2015. The data is incomplete and the original source uncertain.
- **Athletics Registration by Gender** – These data were downloaded from the on-line registration system for Athletics from the district's athletic registration program called Family ID and compiled to show registrations by sport by gender for FY 2013, FY 2014, and FY 2015. This source is believed to be a reliable source of participation data for the three fiscal years noted given that the data notes specific students who paid for participation on specific teams.

Each source of data provided reveals different participation rates in total and by gender. A comparative detail by sport of the number of participants by gender for each data source follows.

Please note that the former director’s data excluded Ice Hockey, Crew, and Sailing, so in an attempt to compare “apples to apples” the data to follow also excludes these same sports:

| FY 2014 PARTICIPATION DATA BY THREE DATA SOURCES | | | HOCKEY, SAILING/CREW | | | | | | | | |
|---|--------------|----------------------------|----------------------|----------------------|--------------|---|---------------|----------------------|--------------|--|---------------|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES ICE HOCKEY, SAILING/CREW | | | | | | | | | | | |
| FY 2014 | | Data Source: Cost by Sport | | FY 2014 | | Data Source: Participation and Enrollment | | FY 2014 | | Data Source: Athletic Registration by Gender | |
| Sport | | Athlete # | % to total | Sport | | Athlete # | % to total | Sport | | Athlete # | % to total |
| Alpine Skiing | Boys | 24 | 2.3% | Alpine/Nordic Skiing | Boys | 20 | 1.8% | Alpine/Nordic Skiing | Boys | 19 | 1.7% |
| Alpine Skiing | Girls | 24 | 2.3% | Alpine/Nordic Skiing | Girls | 20 | 1.8% | Alpine/Nordic Skiing | Girls | 20 | 1.8% |
| Baseball | Boys | 42 | 4.0% | Baseball | Boys | 37 | 3.3% | Baseball | Boys | 38 | 3.5% |
| Basketball | Girls | 36 | 3.4% | Basketball | Girls | 36 | 3.2% | Basketball | Girls | 36 | 3.3% |
| Basketball | Boys | 36 | 3.4% | Basketball | Boys | 59 | 5.3% | Basketball | Boys | 58 | 5.3% |
| Cheerleading | Girls | 21 | 2.0% | Cheerleading | Girls | 36 | 3.2% | Cheerleading | Girls | 43 | 3.9% |
| Crew | Boys | | | Crew | Boys | | | Crew | Boys | | |
| Crew | Girls | | | Crew | Girls | | | Crew | Girls | | |
| Cross Country | Boys | 20 | 1.9% | Cross Country | Boys | 33 | 2.9% | Cross Country | Boys | 34 | 3.1% |
| Cross Country | Girls | 20 | 1.9% | Cross Country | Girls | 18 | 1.6% | Cross Country | Girls | 13 | 1.2% |
| Field Hockey | Girls | 54 | 5.1% | Field Hockey | Girls | 54 | 4.8% | Field Hockey | Girls | 51 | 4.7% |
| Football | Boys | 75 | 7.1% | Football | Boys | 79 | 7.1% | Football | Boys | 70 | 6.4% |
| Golf | Boys | 16 | 1.5% | Golf | Boys | 20 | 1.8% | Golf | Boys | 21 | 1.9% |
| Golf | Girls | | | Golf | Girls | | | Golf | Girls | 1 | 0.1% |
| Ice Hockey | Boys | | | Ice Hockey | Boys | | | Ice Hockey | Boys | | |
| Ice Hockey | Girls | | | Ice Hockey | Girls | | | Ice Hockey | Girls | | |
| Indoor Track | Boys | 36.5 | 3.5% | Indoor Track | Boys | 51 | 4.6% | Indoor Track | Boys | 51 | 4.7% |
| Indoor Track | Girls | 36.5 | 3.5% | Indoor Track | Girls | 39 | 3.5% | Indoor Track | Girls | 39 | 3.6% |
| Lacrosse | Girls | 60 | 5.7% | Lacrosse | Girls | 46 | 4.1% | Lacrosse | Girls | 39 | 3.6% |
| Lacrosse | Boys | 60 | 5.7% | Lacrosse | Boys | 50 | 4.5% | Lacrosse | Boys | 73 | 6.7% |
| Outdoor Track | Boys | 47.5 | 4.5% | Outdoor Track | Boys | 46 | 4.1% | Outdoor Track | Boys | 32 | 2.9% |
| Outdoor Track | Girls | 47.5 | 4.5% | Outdoor Track | Girls | 52 | 4.6% | Outdoor Track | Girls | 48 | 4.4% |
| Sailing | Boys | | | Sailing | Boys | | | Sailing | Boys | | |
| Sailing | Girls | | | Sailing | Girls | | | Sailing | Girls | | |
| Soccer | Girls | 66 | 6.3% | Soccer | Girls | 62 | 5.5% | Soccer | Girls | 53 | 4.8% |
| Soccer | Boys | 66 | 6.3% | Soccer | Boys | 84 | 7.5% | Soccer | Boys | 73 | 6.7% |
| Softball | Girls | 28 | 2.7% | Softball | Girls | 25 | 2.2% | Softball | Girls | 32 | 2.9% |
| Swim Dive | Boys | 42 | 4.0% | Swim Dive | Boys | 39 | 3.5% | Swim Dive | Boys | 40 | 3.7% |
| Swim Dive | Girls | 42 | 4.0% | Swim Dive | Girls | 52 | 4.6% | Swim Dive | Girls | 51 | 4.7% |
| Tennis | Boys | 22 | 2.1% | Tennis | Boys | 26 | 2.3% | Tennis | Boys | 23 | 2.1% |
| Tennis | Girls | 22 | 2.1% | Tennis | Girls | 27 | 2.4% | Tennis | Girls | 30 | 2.7% |
| Volleyball | Girls | 36 | 3.4% | Volleyball | Girls | 28 | 2.5% | Volleyball | Girls | 36 | 3.3% |
| Volleyball | Boys | 36 | 3.4% | Volleyball | Boys | 40 | 3.6% | Volleyball | Boys | 29 | 2.7% |
| Wrestling | Boys | 35 | 3.3% | Wrestling | Boys | 40 | 3.6% | Wrestling | Boys | 40 | 3.7% |
| TOTAL | | 1,051 | 100.0% | TOTAL | | 1,119 | 100.0% | TOTAL | | 1,093 | 100.0% |
| | Boys | 558 | 53% | | Boys | 624 | 56% | | Boys | 601 | 55% |
| | Girls | 493 | 47% | | Girls | 495 | 44% | | Girls | 492 | 45% |
| | TOTAL | 1,051 | 100% | | TOTAL | 1,119 | 100% | | TOTAL | 1,093 | 100% |

In reference to the table above, the participation data source provided by the former director called *Cost per Sport* appeared to represent a calculated gender rate based on 50% of the total number of participants. Examples of this include Outdoor Track and Indoor Track, noting fractions of participating athletes. The second data source, called *Participation and Enrollment*, was found in the former director’s electronic files. The original source of these rates is uncertain and so the rates have not been verified. The participation rates downloaded from Family ID, noted in the chart above as *Athletic Registration by Gender*, are believed to be the most reliable indicator of participation given that these data were linked to the names of each student athlete who registered and paid for each sport. Using the data source *Athletic Registration by Gender*, the FY 2014 participation rate totaled 1,093 and consisted of 55% male and 45% female athletes.

Participation rates for the period of FY 2013 to FY 2015 were downloaded from *Family ID* and compiled by sport and gender. A comparative summary of gender participation rates for each of the three years follows below:

| FY 2013 TO FY 2015 Registration DATA COMPARISON USING DATA SOURCE ATHLETIC Registration BY GENDER FAMILY ID | | | | | | | | |
|---|--|-------------|--------------|--|-------------|--------------|--|-------------|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES ICE HOCKEY, SAILING/CREW | | | | | | | | |
| Athletic Registration by Gender from Family ID | | | | | | | | |
| FY 2013 | | | FY 2014 | | | FY 2015 | | |
| Sport | Data Source: Athletic Registration by Gender | | Sport | Data Source: Athletic Registration by Gender | | Sport | Data Source: Athletic Registration by Gender | |
| | Athlete # | % to total | | Athlete # | % to total | | Athlete # | % to total |
| Boys | 602 | 54% | Boys | 601 | 55% | Boys | 605 | 57% |
| Girls | 509 | 46% | Girls | 492 | 45% | Girls | 453 | 43% |
| TOTAL | 1,111 | 100% | TOTAL | 1,093 | 100% | TOTAL | 1,058 | 100% |

Gender participation in FY 2013 was male 54% and female 46%. In FY 2014, the gender participation rate shifted to male 55% and female 45%. In FY 2015 the gender rate changed to male 57% and female 43%. The detail of participation by sport and gender follows below:

| FY 2013 TO FY 2015 Registration DATA COMPARISON USING DATA SOURCE ATHLETIC Registration BY GENDER FAMILY ID | | | | | | | | |
|---|--|-------------|----------------------------|--|-------------|----------------------------|--|-------------|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES ICE HOCKEY, SAILING/CREW | | | | | | | | |
| Athletic Registration by Gender from Family ID | | | | | | | | |
| FY 2013 | | | FY 2014 | | | FY 2015 | | |
| Sport | Data Source: Athletic Registration by Gender | | Sport | Data Source: Athletic Registration by Gender | | Sport | Data Source: Athletic Registration by Gender | |
| | Athlete # | % to total | | Athlete # | % to total | | Athlete # | % to total |
| Alpine/Nordic Skiing Boys | 15 | 1.4% | Alpine/Nordic Skiing Boys | 19 | 1.7% | Alpine/Nordic Skiing Boys | 23 | 2.2% |
| Alpine/Nordic Skiing Girls | 25 | 2.3% | Alpine/Nordic Skiing Girls | 20 | 1.8% | Alpine/Nordic Skiing Girls | 16 | 1.5% |
| Baseball Boys | 39 | 3.5% | Baseball Boys | 38 | 3.5% | Baseball Boys | 41 | 3.9% |
| Basketball Girls | 39 | 3.5% | Basketball Girls | 36 | 3.3% | Basketball Girls | 34 | 3.2% |
| Basketball Boys | 66 | 5.9% | Basketball Boys | 58 | 5.3% | Basketball Boys | 55 | 5.2% |
| Cheerleading Girls | 46 | 4.1% | Cheerleading Girls | 43 | 3.9% | Cheerleading Girls | 33 | 3.1% |
| Crew Boys | | | Crew Boys | | | Crew Boys | | |
| Crew Girls | | | Crew Girls | | | Crew Girls | | |
| Cross Country Boys | 31 | 2.8% | Cross Country Boys | 34 | 3.1% | Cross Country Boys | 53 | 5.0% |
| Cross Country Girls | 15 | 1.4% | Cross Country Girls | 13 | 1.2% | Cross Country Girls | 18 | 1.7% |
| Field Hockey Girls | 52 | 4.7% | Field Hockey Girls | 51 | 4.7% | Field Hockey Girls | 52 | 4.9% |
| Football Boys | 73 | 6.6% | Football Boys | 70 | 6.4% | Football Boys | 73 | 6.9% |
| Golf Boys | 21 | 1.9% | Golf Boys | 21 | 1.9% | Golf Boys | 20 | 1.9% |
| Golf Girls | 3 | 0.3% | Golf Girls | 1 | 0.1% | Golf Girls | 0 | 0.0% |
| Ice Hockey Boys | | | Ice Hockey Boys | | | Ice Hockey Boys | | |
| Ice Hockey Girls | | | Ice Hockey Girls | | | Ice Hockey Girls | | |
| Indoor Track Boys | 40 | 3.6% | Indoor Track Boys | 51 | 4.7% | Indoor Track Boys | 36 | 3.4% |
| Indoor Track Girls | 39 | 3.5% | Indoor Track Girls | 39 | 3.6% | Indoor Track Girls | 29 | 2.7% |
| Lacrosse Girls | 39 | 3.5% | Lacrosse Girls | 39 | 3.6% | Lacrosse Girls | 33 | 3.1% |
| Lacrosse Boys | 73 | 6.6% | Lacrosse Boys | 73 | 6.7% | Lacrosse Boys | 36 | 3.4% |
| Outdoor Track Boys | 32 | 2.9% | Outdoor Track Boys | 32 | 2.9% | Outdoor Track Boys | 52 | 4.9% |
| Outdoor Track Girls | 48 | 4.3% | Outdoor Track Girls | 48 | 4.4% | Outdoor Track Girls | 51 | 4.8% |
| Sailing Boys | | | Sailing Boys | | | Sailing Boys | | |
| Sailing Girls | | | Sailing Girls | | | Sailing Girls | | |
| Soccer Girls | 56 | 5.0% | Soccer Girls | 53 | 4.8% | Soccer Girls | 62 | 5.9% |
| Soccer Boys | 94 | 8.5% | Soccer Boys | 73 | 6.7% | Soccer Boys | 83 | 7.8% |
| Softball Girls | 32 | 2.9% | Softball Girls | 32 | 2.9% | Softball Girls | 23 | 2.2% |
| Swim Dive Boys | 38 | 3.4% | Swim Dive Boys | 40 | 3.7% | Swim Dive Boys | 40 | 3.8% |
| Swim Dive Girls | 43 | 3.5% | Swim Dive Girls | 51 | 4.7% | Swim Dive Girls | 37 | 3.5% |
| Tennis Boys | 23 | 2.1% | Tennis Boys | 23 | 2.1% | Tennis Boys | 22 | 2.1% |
| Tennis Girls | 30 | 2.7% | Tennis Girls | 30 | 2.7% | Tennis Girls | 25 | 2.4% |
| Volleyball Girls | 42 | 3.8% | Volleyball Girls | 36 | 3.3% | Volleyball Girls | 40 | 3.8% |
| Volleyball Boys | 29 | 2.6% | Volleyball Boys | 29 | 2.7% | Volleyball Boys | 36 | 3.4% |
| Wrestling Boys | 28 | 2.5% | Wrestling Boys | 40 | 3.7% | Wrestling Boys | 35 | 3.3% |
| TOTAL | 1,111 | 100% | TOTAL | 1,093 | 100% | TOTAL | 1,058 | 100% |
| Boys | 602 | 54% | Boys | 601 | 55% | Boys | 605 | 57% |
| Girls | 509 | 46% | Girls | 492 | 45% | Girls | 453 | 43% |
| TOTAL | 1,111 | 100% | TOTAL | 1,093 | 100% | TOTAL | 1,058 | 100% |

During the two year period between FY 2014 and FY 2015, female participation rates decreased from 46% at the end of FY 2013 to 43% at the end of FY 2015.

Football was the highest enrolled single-gender sport and consisted of 70 or more athletes in each of the three years. Excluding Football, the gender participation rates shifted. The summary below reveals the following participation rates without Football:

| FY 2013 TO FY 2015 Registration DATA COMPARISON USING DATA SOURCE ATHLETIC Registration BY GENDER FAMILY ID | | | | | | | | |
|---|--|-------------|--------------|--|-------------|--------------|--|-------------|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES FOOTBALL, ICE HOCKEY, SAILING/CREW | | | | | | | | |
| Athletic Registration by Gender from Family ID | | | | | | | | |
| FY 2013 | | | FY 2014 | | | FY 2015 | | |
| Sport | Data Source: Athletic Registration by Gender | | Sport | Data Source: Athletic Registration by Gender | | Sport | Data Source: Athletic Registration by Gender | |
| | Athlete # | % to total | | Athlete # | % to total | | Athlete # | % to total |
| Boys | 529 | 51% | Boys | 531 | 52% | Boys | 532 | 54% |
| Girls | 509 | 49% | Girls | 492 | 48% | Girls | 453 | 46% |
| TOTAL | 1,038 | 100% | TOTAL | 1,023 | 100% | TOTAL | 985 | 100% |

Excluding Football, in FY 2013 male participation was 51% and female 49%. In FY 2014, male participation increased to 52% and female participation decreased to 48%; and then in FY 2015, male participation was 54% and female participation was 46%.

The detail of gender breakdown by sport for the three years excluding Football is provided below:

| FY 2013 TO FY 2015 Registration DATA COMPARISON USING DATA SOURCE ATHLETIC Registration BY GENDER FAMILY ID | | | | | | | | | |
|---|--|-------------|----------------------------|--|-------------|----------------------------|--|-------------|--|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES FOOTBALL, ICE HOCKEY, SAILING/CREW | | | | | | | | | |
| FY 2013 | | | FY 2014 | | | FY 2015 | | | |
| Sport | Data Source: Athletic Registration by Gender | | Sport | Data Source: Athletic Registration by Gender | | Sport | Data Source: Athletic Registration by Gender | | |
| | Athlete # | % to total | | Athlete # | % to total | | Athlete # | % to total | |
| Alpine/Nordic Skiing Boys | 15 | 1.4% | Alpine/Nordic Skiing Boys | 19 | 1.9% | Alpine/Nordic Skiing Boys | 23 | 2.3% | |
| Alpine/Nordic Skiing Girls | 25 | 2.4% | Alpine/Nordic Skiing Girls | 20 | 2.0% | Alpine/Nordic Skiing Girls | 16 | 1.6% | |
| Baseball Boys | 39 | 3.8% | Baseball Boys | 38 | 3.7% | Baseball Boys | 41 | 4.2% | |
| Basketball Girls | 39 | 3.8% | Basketball Girls | 36 | 3.5% | Basketball Girls | 34 | 3.5% | |
| Basketball Boys | 66 | 6.4% | Basketball Boys | 58 | 5.7% | Basketball Boys | 55 | 5.6% | |
| Cheerleading Girls | 46 | 4.4% | Cheerleading Girls | 43 | 4.2% | Cheerleading Girls | 33 | 3.4% | |
| Crew Boys | | | Crew Boys | | | Crew Boys | | | |
| Crew Girls | | | Crew Girls | | | Crew Girls | | | |
| Cross Country Boys | 31 | 3.0% | Cross Country Boys | 34 | 3.3% | Cross Country Boys | 53 | 5.4% | |
| Cross Country Girls | 15 | 1.4% | Cross Country Girls | 13 | 1.3% | Cross Country Girls | 18 | 1.8% | |
| Field Hockey Girls | 52 | 5.0% | Field Hockey Girls | 51 | 5.0% | Field Hockey Girls | 52 | 5.3% | |
| Football Boys | | | Football Boys | | | Football Boys | | | |
| Golf Boys | 21 | 2.0% | Golf Boys | 21 | 2.1% | Golf Boys | 20 | 2.0% | |
| Golf Girls | 3 | 0.3% | Golf Girls | 1 | 0.1% | Golf Girls | 0 | 0.0% | |
| Ice Hockey Boys | | | Ice Hockey Boys | | | Ice Hockey Boys | | | |
| Ice Hockey Girls | | | Ice Hockey Girls | | | Ice Hockey Girls | | | |
| Indoor Track Boys | 40 | 3.9% | Indoor Track Boys | 51 | 5.0% | Indoor Track Boys | 36 | 3.7% | |
| Indoor Track Girls | 39 | 3.8% | Indoor Track Girls | 39 | 3.8% | Indoor Track Girls | 29 | 2.9% | |
| Lacrosse Girls | 39 | 3.8% | Lacrosse Girls | 39 | 3.8% | Lacrosse Girls | 33 | 3.4% | |
| Lacrosse Boys | 73 | 7.0% | Lacrosse Boys | 73 | 7.1% | Lacrosse Boys | 36 | 3.7% | |
| Outdoor Track Boys | 32 | 3.1% | Outdoor Track Boys | 32 | 3.1% | Outdoor Track Boys | 52 | 5.3% | |
| Outdoor Track Girls | 48 | 4.6% | Outdoor Track Girls | 48 | 4.7% | Outdoor Track Girls | 51 | 5.2% | |
| Sailing Boys | | | Sailing Boys | | | Sailing Boys | | | |
| Sailing Girls | | | Sailing Girls | | | Sailing Girls | | | |
| Soccer Girls | 56 | 5.4% | Soccer Girls | 53 | 5.2% | Soccer Girls | 62 | 6.3% | |
| Soccer Boys | 94 | 9.1% | Soccer Boys | 73 | 7.1% | Soccer Boys | 83 | 8.4% | |
| Softball Girls | 32 | 3.1% | Softball Girls | 32 | 3.1% | Softball Girls | 23 | 2.3% | |
| Swim Dive Boys | 38 | 3.7% | Swim Dive Boys | 40 | 3.9% | Swim Dive Boys | 40 | 4.1% | |
| Swim Dive Girls | 43 | 4.1% | Swim Dive Girls | 51 | 5.0% | Swim Dive Girls | 37 | 3.8% | |
| Tennis Boys | 23 | 2.2% | Tennis Boys | 23 | 2.2% | Tennis Boys | 22 | 2.2% | |
| Tennis Girls | 30 | 2.9% | Tennis Girls | 30 | 2.9% | Tennis Girls | 25 | 2.5% | |
| Volleyball Girls | 42 | 4.0% | Volleyball Girls | 36 | 3.5% | Volleyball Girls | 40 | 4.1% | |
| Volleyball Boys | 29 | 2.8% | Volleyball Boys | 29 | 2.8% | Volleyball Boys | 36 | 3.7% | |
| Wrestling Boys | 28 | 2.7% | Wrestling Boys | 40 | 3.9% | Wrestling Boys | 35 | 3.6% | |
| TOTAL | 1,038 | 100% | TOTAL | 1,023 | 100% | TOTAL | 985 | 100% | |
| Boys | 529 | 51% | Boys | 531 | 52% | Boys | 532 | 54% | |
| Girls | 509 | 49% | Girls | 492 | 48% | Girls | 453 | 46% | |
| TOTAL | 1,038 | 100% | TOTAL | 1,023 | 100% | TOTAL | 985 | 100% | |

Many student athletes participate in more than one sport. In FY 2014, male participation was 137% and female participation was 122% of enrollment. Excluding Football, in FY 2014, male participation was 121% and female participation was 122% of enrollment.

Given the results of the analysis of data related to participation rates by sport and gender, the Wayland Public Schools district did not violate Title IX.

Expenses and Funding

A financial review was conducted for FY 2014 based on the expense data by sport and gender provided by the former Athletic Director. Briefly, the Athletics program had three primary funding sources: an annual appropriation authorized by Town Meeting, annual participation fees per sport and per athlete, and income collected from gate receipts. The total FY 2014 Athletics appropriation totaled \$662,587.

A second source of income that funded the Athletics program was Athletic Fees. In FY 2014, the fees were \$250 per sport, per athlete. Approximately 6% of the district's population received financial assistance. In FY 2014, the fee revenues generated totaled \$242,703.

The third source of funding of the Athletics program was gate receipts, which was the ticket price for entry into games. In FY 2014, gate receipts totaled \$30,347. The appropriation along with the income from fees paid and the gate receipts were the three primary funding sources used to operate the day-to-day Athletics program and cover costs associated with the Athletics program. Costs of the program included wages, equipment, supplies, facilities, and transportation. The former director prepared the program's budget and oversaw the expenditures made per sport and per team by the program throughout the fiscal year.

There were two additional sources of funding received during FY 2014 and were used to enhance the Athletics program. One source was the established revolving account for Athletics gift receipts. The second source was the Wayland Boosters Association, which provided donations to athletic teams during the school year in consultation with the former director. The district's FY 2014 Support Organizations End Year Report described Wayland Boosters' service and support to the Athletics program in the following way:

“Wayland Boosters seeks to provide or help provide expertise, education, equipment, facilities and enthusiasm for Wayland Middle School & High School Sports through events, clothing sales, membership, donations, corporate and small business sponsorships.”

An outline of Wayland Boosters' donations provided to the Athletics program in FY 2014 follows below. These funds were not reflected in the operating financial review of this report:

2013-14 Boosters Donations – Total \$53,373

Athletic Support Programs: Total \$11,797

- Clothing and equipment - \$1,652
- Letter jackets and trophies - \$5,720
- Awards, including trophies, pins, letters, certificates - \$3,825
- Facility and equipment grant - \$600

Team Programs: Total \$41,576

- Athletic Department – air conditioner - \$150
- Cheerleading – materials for float decoration - \$170
- Boys Soccer – shirts, software - \$2,502
- Boys Lacrosse – tournament fees, videotaping of games, software - \$786
- Boys Volleyball – middle school equipment and installation, resurface and line middle school gym floor - \$5,875
- Football – dinner, event expenses, tournament fees, bags, hats, banner, software - \$11,555
- Alpine Ski Team – ski swap, racing fees, ski passes - \$1,646
- Swim & Dive Team – suits, caps, pool rental fees, equipment - \$9,081
- Sailing Team – boat supplies, storage, parking fees, training DVD, dock permit, event expenses - \$1,998
- Tennis – bus upgrade - \$70
- Girls Basketball – flowers, donation from fundraiser - \$1,032
- Baseball – hats - \$1,799
- WHS Banner Project – banners for WHS field house - \$4,912

As previously noted, the former director’s financial data excluded Crew, Ice Hockey, and Sailing. In an attempt to compare “apples to apples,” the data in the section to follow also excludes Crew, Ice Hockey, and Sailing.

As with participation rates, an attempt was made to find supporting evidence and source documentation that supported and reconciled the financial data provided. Personnel expenses were verified and, in the case of salaries, were changed from the original figures based on actual payroll and budget data in MUNIS. Non-personnel expenses were accepted as received because no backup data was provided or found in subsequent searches. Without backup documentation, the procedure to verify expenses by sport and gender would involve retrieving, compiling and reviewing every invoice paid by all Athletics accounts, and then not all invoices typically detailed the goods or services by team and gender.

The FY 2014 athletic expenses for personnel and non-personnel, allocated to specific sports by gender from the Wayland Public Schools for 1,093 student athletes, totaled \$520,925 as reported by the former director. Participation rates for FY 2014, using Family ID as the data source, were 55% male and 45% female. The total expense breakdown by gender was consistent with participation rates, also 55% male and 45% female. The average cost per athlete calculated to \$478.08 for male participants and \$474.80 for female participants with a gap of \$3.28 between male and female athlete which calculates to .7%.

FY 2014 participation, non-personnel, and personnel expenses and income is summarized by gender and detailed by sport in the tables that follow:

| FY 2014 FINANCIAL DATA | | | | | | | | | | | | | | | | | | |
|---|-------------|---------------|------------------|------------------|------------------|-----------------|-------------------|---------------|-------------------|---------------|-------------------|-------------|------------------------|-------|------------------|------------------|-------------------|---------------|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES ICE HOCKEY, SAILING/CREW | | | | | | | | | | | | | | | | | | |
| Data Sources : FY 2014 Athletic Participation by Gender Data Family ID, FY 2014 Non-Personnel expenses by sport provided by Athletic Director, Personnel used FY 2014 actual/budget coaching salaries | | | | | | | | | | | | | | | | | | |
| Student Participation | # Ath | % to total | BUSES | OFFICIALS | EQUIPMENT | FEES | NON PERSONNEL | | PERSONNEL COST | % to total | TOTAL COST | % to total | TOTAL COST PER ATHLETE | | INCOME | % to total | | |
| | | | | | | | TOTAL COST | % to total | | | | | Boys | Girls | | | | |
| TOTAL | 1093 | 100.0% | \$ 73,737 | \$ 40,100 | \$ 70,910 | \$ 4,010 | \$ 188,757 | 100.0% | \$ 332,168 | 100.0% | \$ 520,925 | 100% | | | \$ 478.08 | \$ 474.80 | \$ 273,250 | 100.0% |
| Boys | 601 | 55% | | | | | \$ 112,098 | 59% | \$ 175,226 | 53% | \$ 287,324 | 55% | | | | | \$ 150,250 | 55% |
| Girls | 492 | 45% | | | | | \$ 76,659 | 41% | \$ 156,943 | 47% | \$ 233,602 | 45% | | | | | \$ 123,000 | 45% |

| FY 2014 FINANCIAL DATA | | | | | | | | | | | | | | | | | | |
|---|-------------|---------------|------------------|------------------|------------------|-----------------|-------------------|---------------|-------------------|---------------|-------------------|-------------|------------------------|---------------|------------------|------------------|-------------------|---------------|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES ICE HOCKEY, SAILING/CREW | | | | | | | | | | | | | | | | | | |
| Data Sources : FY 2014 Athletic Participation by Gender Data Family ID, FY 2014 Non-Personnel expenses by sport provided by Athletic Director, Personnel used FY 2014 actual/budget coaching salaries | | | | | | | | | | | | | | | | | | |
| Student Participation | # Ath | % to total | BUSES | OFFICIALS | EQUIPMENT | FEES | NON PERSONNEL | | PERSONNEL COST | % to total | TOTAL COST | % to total | TOTAL COST PER ATHLETE | | INCOME | % to total | | |
| | | | | | | | TOTAL COST | % to total | | | | | Boys | Girls | | | | |
| Alpine/Nordic Skiing | Boys | 19 | 1.7% | \$ 2,789 | \$ - | \$ - | \$ 275 | \$ 3,064 | 1.6% | \$ 6,098 | 1.8% | \$ 9,162 | 2% | Alpine Skiing | Boys | \$ 482.18 | \$ 4,750 | 1.7% |
| Alpine/Nordic Skiing | Girls | 20 | 1.8% | \$ 2,789 | \$ - | \$ - | \$ 275 | \$ 3,064 | 1.6% | \$ 6,098 | 1.8% | \$ 9,162 | 2% | Alpine Skiing | Girls | \$ 458.08 | \$ 5,000 | 1.8% |
| Baseball | Boys | 38 | 3.5% | \$ 3,025 | \$ 3,530 | \$ 2,500 | \$ - | \$ 9,055 | 4.8% | \$ 17,423 | 5.2% | \$ 26,478 | 5% | Baseball | Boys | \$ 696.79 | \$ 9,500 | 3.5% |
| Basketball | Girls | 36 | 3.3% | \$ 3,000 | \$ 3,600 | \$ 1,250 | \$ - | \$ 7,850 | 4.2% | \$ 17,423 | 5.2% | \$ 25,273 | 5% | Basketball | Girls | \$ 702.03 | \$ 9,000 | 3.3% |
| Basketball | Boys | 58 | 5.3% | \$ 3,000 | \$ 3,600 | \$ 1,800 | \$ - | \$ 8,400 | 4.5% | \$ 17,423 | 5.2% | \$ 25,823 | 5% | Basketball | Boys | \$ 445.22 | \$ 14,500 | 5.3% |
| Cheerleading | Girls | 43 | 3.9% | \$ 2,327 | \$ - | \$ 1,200 | \$ 425 | \$ 3,952 | 2.1% | \$ 11,456 | 3.4% | \$ 15,408 | 3% | Cheerleading | Girls | \$ 358.33 | \$ 10,750 | 3.9% |
| Cross Country | Boys | 34 | 3.1% | \$ 1,375 | \$ - | \$ 75 | \$ 250 | \$ 1,700 | 0.9% | \$ 3,485 | 1.0% | \$ 5,185 | 1% | Cross Country | Boys | \$ 152.49 | \$ 8,500 | 3.1% |
| Cross Country | Girls | 13 | 1.2% | \$ 1,375 | \$ - | \$ 75 | \$ 250 | \$ 1,700 | 0.9% | \$ 3,485 | 1.0% | \$ 5,185 | 1% | Cross Country | Girls | \$ 398.81 | \$ 9,750 | 1.2% |
| Field Hockey | Girls | 51 | 4.7% | \$ 3,375 | \$ 2,400 | \$ 1,750 | \$ - | \$ 7,525 | 4.0% | \$ 12,196 | 3.7% | \$ 19,721 | 4% | Field Hockey | Girls | \$ 386.69 | \$ 12,750 | 4.7% |
| Football | Boys | 70 | 6.4% | \$ 3,564 | \$ 4,650 | \$ 18,180 | \$ - | \$ 26,394 | 14.0% | \$ 33,224 | 10.0% | \$ 59,618 | 11% | Football | Boys | \$ 851.69 | \$ 17,500 | 6.4% |
| Golf | Boys | 21 | 1.9% | \$ 1,950 | \$ - | \$ 700 | \$ - | \$ 2,650 | 1.4% | \$ 6,969 | 2.1% | \$ 9,619 | 2% | Golf | Boys | \$ 458.05 | \$ 5,250 | 1.9% |
| Golf | Girls | 1 | 0.1% | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | 0.0% | \$ - | 0% | Golf | Girls | \$ - | \$ 250 | 0.1% |
| Indoor Track | Boys | 51 | 4.7% | \$ 1,453 | \$ 250 | \$ 2,075 | \$ 45 | \$ 3,823 | 2.0% | \$ 8,712 | 2.6% | \$ 12,535 | 2% | Indoor Track | Boys | \$ 245.78 | \$ 12,750 | 4.7% |
| Indoor Track | Girls | 39 | 3.6% | \$ 1,453 | \$ 250 | \$ 2,075 | \$ 45 | \$ 3,823 | 2.0% | \$ 8,712 | 2.6% | \$ 12,535 | 2% | Indoor Track | Girls | \$ 321.41 | \$ 9,750 | 3.6% |
| Lacrosse | Girls | 39 | 3.6% | \$ 3,225 | \$ 3,410 | \$ 1,900 | \$ - | \$ 8,535 | 4.5% | \$ 17,423 | 5.2% | \$ 25,958 | 5% | Lacrosse | Girls | \$ 665.59 | \$ 9,750 | 3.6% |
| Lacrosse | Boys | 73 | 6.7% | \$ 5,825 | \$ 2,000 | \$ 2,800 | \$ - | \$ 10,625 | 5.6% | \$ 17,423 | 5.2% | \$ 28,048 | 5% | Lacrosse | Boys | \$ 384.22 | \$ 18,250 | 6.7% |
| Outdoor Track | Boys | 32 | 2.9% | \$ 1,525 | \$ 250 | \$ 1,115 | \$ 150 | \$ 3,040 | 1.6% | \$ 12,196 | 3.7% | \$ 15,236 | 3% | Outdoor Track | Boys | \$ 476.13 | \$ 8,000 | 2.9% |
| Outdoor Track | Girls | 48 | 4.4% | \$ 1,525 | \$ 250 | \$ 1,115 | \$ 150 | \$ 3,040 | 1.6% | \$ 12,196 | 3.7% | \$ 15,236 | 3% | Outdoor Track | Girls | \$ 317.42 | \$ 12,000 | 4.4% |
| Soccer | Girls | 53 | 4.8% | \$ 4,150 | \$ 2,930 | \$ 1,750 | \$ - | \$ 8,830 | 4.7% | \$ 27,877 | 8.4% | \$ 36,707 | 7% | Soccer | Girls | \$ 692.58 | \$ 13,250 | 4.8% |
| Soccer | Boys | 73 | 6.7% | \$ 4,700 | \$ 3,040 | \$ 2,300 | \$ - | \$ 10,040 | 5.3% | \$ 12,196 | 3.7% | \$ 22,236 | 4% | Soccer | Boys | \$ 304.60 | \$ 18,250 | 6.7% |
| Softball | Girls | 32 | 2.9% | \$ 1,125 | \$ 2,100 | \$ 1,000 | \$ - | \$ 4,225 | 2.2% | \$ 12,196 | 3.7% | \$ 16,421 | 3% | Softball | Girls | \$ 513.16 | \$ 8,000 | 2.9% |
| Swim Dive | Boys | 40 | 3.7% | \$ 3,098 | \$ 1,000 | \$ 11,250 | \$ 560 | \$ 15,908 | 8.4% | \$ 8,716 | 2.6% | \$ 24,624 | 5% | Swim Dive | Boys | \$ 615.59 | \$ 10,000 | 3.7% |
| Swim Dive | Girls | 51 | 4.7% | \$ 3,098 | \$ 1,000 | \$ 11,250 | \$ 560 | \$ 15,908 | 8.4% | \$ 8,716 | 2.6% | \$ 24,624 | 5% | Swim Dive | Girls | \$ 482.81 | \$ 12,750 | 4.7% |
| Tennis | Boys | 23 | 2.1% | \$ 2,250 | \$ - | \$ 850 | \$ - | \$ 3,100 | 1.6% | \$ 6,969 | 2.1% | \$ 10,069 | 2% | Tennis | Boys | \$ 437.78 | \$ 5,750 | 2.1% |
| Tennis | Girls | 30 | 2.7% | \$ 1,800 | \$ - | \$ 850 | \$ - | \$ 2,650 | 1.4% | \$ 6,969 | 2.1% | \$ 9,619 | 2% | Tennis | Girls | \$ 320.63 | \$ 7,500 | 2.7% |
| Volleyball | Girls | 36 | 3.3% | \$ 2,348 | \$ 2,160 | \$ 1,050 | \$ - | \$ 5,558 | 2.9% | \$ 12,196 | 3.7% | \$ 17,754 | 3% | Volleyball | Girls | \$ 493.17 | \$ 9,000 | 3.3% |
| Volleyball | Boys | 29 | 2.7% | \$ 2,475 | \$ 3,180 | \$ 700 | \$ - | \$ 6,355 | 3.4% | \$ 12,196 | 3.7% | \$ 18,551 | 4% | Volleyball | Boys | \$ 639.69 | \$ 7,250 | 2.7% |
| Wrestling | Boys | 40 | 3.7% | \$ 5,120 | \$ 500 | \$ 1,300 | \$ 1,025 | \$ 7,945 | 4.2% | \$ 12,196 | 3.7% | \$ 20,141 | 4% | Wrestling | Boys | \$ 503.53 | \$ 10,000 | 3.7% |
| TOTAL | 1093 | 100.0% | \$ 73,737 | \$ 40,100 | \$ 70,910 | \$ 4,010 | \$ 188,757 | 100.0% | \$ 332,168 | 100.0% | \$ 520,925 | 100% | | | \$ 478.08 | \$ 474.80 | \$ 273,250 | 100.0% |
| Boys | 601 | 55% | | | | | \$ 112,098 | 59% | \$ 175,226 | 53% | \$ 287,324 | 55% | | | | | \$ 150,250 | 55% |
| Girls | 492 | 45% | | | | | \$ 76,659 | 41% | \$ 156,943 | 47% | \$ 233,602 | 45% | | | | | \$ 123,000 | 45% |

Just as enrollment and participation data were reviewed excluding Football, a review of financial data excluding Football was also conducted. By excluding this one single-gender sport with the highest participation and highest expenses, the results by gender changed significantly. The average cost per athlete excluding Football in FY 2014 was \$428.82 for males and remained at \$474.80 for females, and the percentage expense allocated between male and female shifted to 49% male and 51% female. This information follows in the tables provided on the next page:

| FY 2014 FINANCIAL DATA | | | | | | | | | | | | | | | | |
|---|-------------|-------------|------------------|------------------|------------------|-----------------|-------------------|---------------|-------------------|---------------|-------------------|-------------|-----------------------------|------------------|-------------------|---------------|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES FOOTBALL, ICE HOCKEY, SAILING/CREW | | | | | | | | | | | | | | | | |
| Data Sources : FY 2014 Athletic Participation by Gender Data Family ID, FY 2014 Non-Personnel expenses by sport provided by Athletic Director, Personnel used FY 2014 actual/budget coaching salaries | | | | | | | | | | | | | \$250 per Athlete per Sport | | | |
| Student Participation | # Ath | % to total | BUSES | OFFICIALS | EQUIPMENT | FEES | NON PERSONNEL | | PERSONNEL COST | % to total | TOTAL COST | % to total | TOTAL COST PER ATHLETE | | INCOME | % to total |
| | | | | | | | TOTAL COST | % to total | | | | | Boys | Girls | | |
| TOTAL | 1023 | 100% | \$ 70,173 | \$ 35,450 | \$ 52,730 | \$ 4,010 | \$ 162,363 | 100.0% | \$ 298,944 | 100.0% | \$ 461,307 | 100% | \$ 428.82 | \$ 474.80 | \$ 255,750 | 100.0% |
| Boys | 531 | 52% | | | | | \$ 85,704 | 53% | \$ 142,002 | 48% | \$ 227,706 | 49% | | | \$ 132,750 | 52% |
| Girls | 492 | 48% | | | | | \$ 76,659 | 47% | \$ 156,943 | 52% | \$ 233,602 | 51% | | | \$ 123,000 | 48% |

| FY 2014 FINANCIAL DATA | | | | | | | | | | | | | | | | | | |
|---|-------------|-------------|------------------|------------------|------------------|-----------------|-------------------|---------------|-------------------|---------------|-------------------|-------------|-----------------------------|------------------|------------------|-------------------|---------------|------|
| WAYLAND PUBLIC SCHOOLS ATHLETIC PROGRAM - EXCLUDES FOOTBALL, ICE HOCKEY, SAILING/CREW | | | | | | | | | | | | | | | | | | |
| Data Sources : FY 2014 Athletic Participation by Gender Data Family ID, FY 2014 Non-Personnel expenses by sport provided by Athletic Director, Personnel used FY 2014 actual/budget coaching salaries | | | | | | | | | | | | | \$250 per Athlete per Sport | | | | | |
| Student Participation | # Ath | % to total | BUSES | OFFICIALS | EQUIPMENT | FEES | PERSONNEL | | PERSONNEL COST | % to total | TOTAL COST | % to total | TOTAL COST PER ATHLETE | | INCOME | % to total | | |
| | | | | | | | TOTAL COST | % to total | | | | | Boys | Girls | | | | |
| Alpine/Nordic Skiing | Boys | 19 | 1.9% | \$ 2,789 | \$ - | \$ - | \$ 275 | \$ 3,064 | 1.9% | \$ 6,098 | 2.0% | \$ 9,162 | 2% | Alpine Skiing | Boys | \$ 482.18 | \$ 4,750 | 1.9% |
| Alpine/Nordic Skiing | Girls | 20 | 2.0% | \$ 2,789 | \$ - | \$ - | \$ 275 | \$ 3,064 | 1.9% | \$ 6,098 | 2.0% | \$ 9,162 | 2% | Alpine Skiing | Girls | \$ 458.08 | \$ 5,000 | 2.0% |
| Baseball | Boys | 38 | 3.7% | \$ 3,025 | \$ 3,530 | \$ 2,500 | \$ - | \$ 9,055 | 5.6% | \$ 17,423 | 5.8% | \$ 26,478 | 6% | Baseball | Boys | \$ 696.79 | \$ 9,500 | 3.7% |
| Basketball | Girls | 36 | 3.5% | \$ 3,000 | \$ 3,600 | \$ 1,250 | \$ - | \$ 7,850 | 4.8% | \$ 17,423 | 5.8% | \$ 25,273 | 5% | Basketball | Girls | \$ 702.03 | \$ 9,400 | 3.5% |
| Basketball | Boys | 58 | 5.7% | \$ 3,000 | \$ 3,600 | \$ 1,800 | \$ - | \$ 8,400 | 5.2% | \$ 17,423 | 5.8% | \$ 25,823 | 6% | Basketball | Boys | \$ 445.22 | \$ 10,500 | 5.7% |
| Cheerleading | Girls | 43 | 4.2% | \$ 2,327 | \$ - | \$ 1,200 | \$ 425 | \$ 3,952 | 2.4% | \$ 11,456 | 3.8% | \$ 15,408 | 3% | Cheerleading | Girls | \$ 358.33 | \$ 10,750 | 4.2% |
| Cross Country | Boys | 34 | 3.3% | \$ 1,375 | \$ - | \$ 75 | \$ 250 | \$ 1,700 | 1.0% | \$ 3,485 | 1.2% | \$ 5,185 | 1% | Cross Country | Boys | \$ 152.49 | \$ 8,500 | 3.3% |
| Cross Country | Girls | 13 | 1.3% | \$ 1,375 | \$ - | \$ 75 | \$ 250 | \$ 1,700 | 1.0% | \$ 3,485 | 1.2% | \$ 5,185 | 1% | Cross Country | Girls | \$ 398.81 | \$ 3,250 | 1.3% |
| Field Hockey | Girls | 51 | 5.0% | \$ 3,375 | \$ 2,400 | \$ 1,750 | \$ - | \$ 7,525 | 4.6% | \$ 12,196 | 4.1% | \$ 19,721 | 4% | Field Hockey | Girls | \$ 386.69 | \$ 12,750 | 5.0% |
| Football | Boys | 0 | 0.0% | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | 0.0% | \$ - | 0% | Football | Boys | \$ - | \$ - | 0.0% |
| Golf | Boys | 21 | 2.1% | \$ 1,950 | \$ - | \$ 700 | \$ - | \$ 2,650 | 1.6% | \$ 6,969 | 2.3% | \$ 9,619 | 2% | Golf | Boys | \$ 458.05 | \$ 5,250 | 2.1% |
| Golf | Girls | 1 | 0.1% | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | 0.0% | \$ - | 0% | Golf | Girls | \$ - | \$ 250 | 0.1% |
| Indoor Track | Boys | 51 | 5.0% | \$ 1,453 | \$ 250 | \$ 2,075 | \$ 45 | \$ 3,823 | 2.4% | \$ 8,712 | 2.9% | \$ 12,535 | 3% | Indoor Track | Boys | \$ 245.78 | \$ 12,750 | 5.0% |
| Indoor Track | Girls | 39 | 3.8% | \$ 1,453 | \$ 250 | \$ 2,075 | \$ 45 | \$ 3,823 | 2.4% | \$ 8,712 | 2.9% | \$ 12,535 | 3% | Indoor Track | Girls | \$ 321.41 | \$ 9,750 | 3.8% |
| Lacrosse | Girls | 39 | 3.8% | \$ 3,225 | \$ 3,410 | \$ 1,900 | \$ - | \$ 8,535 | 5.3% | \$ 17,423 | 5.8% | \$ 25,958 | 6% | Lacrosse | Girls | \$ 665.59 | \$ 9,750 | 3.8% |
| Lacrosse | Boys | 73 | 7.1% | \$ 5,825 | \$ 2,000 | \$ 2,800 | \$ - | \$ 10,625 | 6.5% | \$ 17,423 | 5.8% | \$ 28,048 | 6% | Lacrosse | Boys | \$ 384.22 | \$ 18,250 | 7.1% |
| Outdoor Track | Boys | 32 | 3.1% | \$ 1,525 | \$ 250 | \$ 1,115 | \$ 150 | \$ 3,040 | 1.9% | \$ 12,196 | 4.1% | \$ 15,236 | 3% | Outdoor Track | Boys | \$ 476.13 | \$ 8,000 | 3.1% |
| Outdoor Track | Girls | 48 | 4.7% | \$ 1,525 | \$ 250 | \$ 1,115 | \$ 150 | \$ 3,040 | 1.9% | \$ 12,196 | 4.1% | \$ 15,236 | 3% | Outdoor Track | Girls | \$ 317.42 | \$ 12,000 | 4.7% |
| Soccer | Girls | 53 | 5.2% | \$ 4,150 | \$ 2,930 | \$ 1,750 | \$ - | \$ 8,830 | 5.4% | \$ 27,877 | 9.3% | \$ 36,707 | 8% | Soccer | Girls | \$ 692.58 | \$ 13,250 | 5.2% |
| Soccer | Boys | 73 | 7.1% | \$ 4,700 | \$ 3,040 | \$ 2,300 | \$ - | \$ 10,040 | 6.2% | \$ 12,196 | 4.1% | \$ 22,236 | 5% | Soccer | Boys | \$ 304.60 | \$ 18,250 | 7.1% |
| Softball | Girls | 32 | 3.1% | \$ 1,125 | \$ 2,100 | \$ 1,000 | \$ - | \$ 4,225 | 2.6% | \$ 12,196 | 4.1% | \$ 16,421 | 4% | Softball | Girls | \$ 513.16 | \$ 8,000 | 3.1% |
| Swim Dive | Boys | 40 | 3.9% | \$ 3,098 | \$ 1,000 | \$ 11,250 | \$ 560 | \$ 15,908 | 9.8% | \$ 8,716 | 2.9% | \$ 24,624 | 5% | Swim Dive | Boys | \$ 615.59 | \$ 10,000 | 3.9% |
| Swim Dive | Girls | 51 | 5.0% | \$ 3,098 | \$ 1,000 | \$ 11,250 | \$ 560 | \$ 15,908 | 9.8% | \$ 8,716 | 2.9% | \$ 24,624 | 5% | Swim Dive | Girls | \$ 482.81 | \$ 12,750 | 5.0% |
| Tennis | Boys | 23 | 2.2% | \$ 2,250 | \$ - | \$ 850 | \$ - | \$ 3,100 | 1.9% | \$ 6,969 | 2.3% | \$ 10,069 | 2% | Tennis | Boys | \$ 437.78 | \$ 5,750 | 2.2% |
| Tennis | Girls | 30 | 2.9% | \$ 1,800 | \$ - | \$ 850 | \$ - | \$ 2,650 | 1.6% | \$ 6,969 | 2.3% | \$ 9,619 | 2% | Tennis | Girls | \$ 320.63 | \$ 7,500 | 2.9% |
| Volleyball | Girls | 36 | 3.5% | \$ 2,348 | \$ 2,160 | \$ 1,050 | \$ - | \$ 5,558 | 3.4% | \$ 12,196 | 4.1% | \$ 17,754 | 4% | Volleyball | Girls | \$ 493.17 | \$ 9,000 | 3.5% |
| Volleyball | Boys | 29 | 2.8% | \$ 2,475 | \$ 3,180 | \$ 700 | \$ - | \$ 6,355 | 3.9% | \$ 12,196 | 4.1% | \$ 18,551 | 4% | Volleyball | Boys | \$ 639.69 | \$ 7,250 | 2.8% |
| Wrestling | Boys | 40 | 3.9% | \$ 5,120 | \$ 500 | \$ 1,300 | \$ 1,025 | \$ 7,945 | 4.9% | \$ 12,196 | 4.1% | \$ 20,141 | 4% | Wrestling | Boys | \$ 503.53 | \$ 10,000 | 3.9% |
| TOTAL | 1023 | 100% | \$ 70,173 | \$ 35,450 | \$ 52,730 | \$ 4,010 | \$ 162,363 | 100.0% | \$ 298,944 | 100.0% | \$ 461,307 | 100% | | \$ 428.82 | \$ 474.80 | \$ 255,750 | 100.0% | |
| Boys | 531 | 52% | | | | | \$ 85,704 | 53% | \$ 142,002 | 48% | \$ 227,706 | 49% | | | \$ 132,750 | 52% | | |
| Girls | 492 | 48% | | | | | \$ 76,659 | 47% | \$ 156,943 | 52% | \$ 233,602 | 51% | | | \$ 123,000 | 48% | | |

Given the outcome of the analysis of financial data for Athletic expenses and funding by sport and gender, the Wayland Public Schools district did not violate Title IX.