Title IX: What is it?

- Title IX of the Education Amendments of 1972.
  - Federal law prohibiting sex discrimination in education programs

- Intended to prohibit gender-based discrimination in any educational program or activity that receives federal funds.
  - Covers virtually all aspects of an educational program or activity.

- Includes athletics!
  - Integral part of schools’ programs.
Application to Sports

- Title IX focuses on girls program compared to boys program overall
  - Not sport to sport comparison
    - Differences can be non-discriminatory
    - Boys’ and girls’ teams do not need to have the exact same budgets, the same pieces of new and used equipment, or play the same number of games
  - Basic test of compliance is overall equality between girls and boys athletic program

Financial Support & Booster Clubs

- Funding and support provided to athletic teams by booster clubs or private sources is included with school funding/support under Title IX.
- Title IX compliance (regarding funding/support) will be judged based on the totality of benefits for each team.
Title IX Requirements

How is equality assessed?

Component I: Accommodation of students’ interests and abilities in athletics
(e.g., are sports opportunities for girls and boys proportional to enrollment)

AND

Component II: Benefits and treatment of student athletes

BHS TEAMS

FALL:
- Boys Cross Country (V)
- Girls Cross Country (V)
- Field Hockey (V/JV)
- Football (V/JV)
- Golf (V/JV)
- Boys Soccer (V/JV/First)
- Girls Soccer (V/JV/First)
- Volleyball (V/JV)

WINTER:
- Boys Basketball (V/JV/First)
- Girls Basketball (V/JV/First)
- Boys Ice Hockey (V/JV)
- Girls Ice Hockey (V/JV)
- Boys Indoor Track (V)
- Girls Indoor Track (V)
- Boys Skiing (Alpine)
- Girls Skiing (Alpine)
- Boys Skiing (Nordic)
- Girls Skiing (Nordic)
- Boys Swim/Dive (V)
- Girls Swim/Dive (V)
- Wrestling (V/JV)

SPRING:
- Baseball (V/JV)
- Boys Lacrosse (V/JV/First)
- Girls Lacrosse (V, JV)
- Boys Outdoor Track (V)
- Girls Outdoor Track (V)
- Softball (V/JV)
- Boys Tennis (V/JV)
- Girls Tennis (V/JV)
Executive Summary
[Component 1 – Sports Opportunities]

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent of Student Body</th>
<th>Percent of Athletes</th>
<th>Disparity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016-2017</td>
<td>44.15%</td>
<td>42.95%</td>
<td>1.2%</td>
</tr>
<tr>
<td>2017-2018</td>
<td>44.41%</td>
<td>42.21%</td>
<td>2.2%</td>
</tr>
<tr>
<td>2018-2019</td>
<td>45.13%</td>
<td>42.31%</td>
<td>2.82%</td>
</tr>
</tbody>
</table>

Executive Summary
[Component II: Benefits and Treatment]

1. Equipment and supplies*
2. Scheduling of practice and competition
3. Travel*
4. Opportunities for coaching and assignment and compensation of coaches
5. Locker room, practice* and competitive facilities
6. Medical and training facilities and services
7. Publicity
8. Support Services
9. Additional Benefits*
• A very positive picture in many respects!

• Fully compliant under Title IX with regard to:
  ◦ Component 1 (Participation)
  ◦ Most aspects under Component 2 (Benefits)

• Disparities in certain areas under Component 2 warrant improved oversight of booster club expenditures for BHS sports teams.
Organizational Changes and Oversight [Booster Clubs]

501(c)(3) Nonprofit Corporation - Boosters

- **Nonprofit Corporation:**
  - Corporate form limits personal liability
  - Maine Nonprofit Corporation Act – provides directors additional protection for good faith actions

- **IRS 501(c)(3) Status:**
  - Shields fundraisers from income tax
  - Allows tax deductible contributions
  - Facilitates pursuing grants
501(c)(3) Nonprofit Corporation - Process

- Form Board of Directors
- Bylaws
- Maine Articles of Incorporation
- Director Resolutions
- IRS Tax Identification Number
- IRS Form 1023, Application 501(c)(3) status

Booster Groups

Brunswick Elementary Groups
- Fundraise and otherwise support elementary schools
- Legal paperwork is complete and IRS 501(c)(3) application has been mailed

Brunswick Schools Performing Arts Boosters
- Fundraise and otherwise support Brunswick Schools’ performing arts programs
- Nonprofit Corporation formed, IRS 501(c)(3) application is being finalized
Booster Groups

Brunswick High School Athletics

- Fundraise and otherwise support High School Athletic Programs

- Board of Directors with each team having an individual sub-committee

- Efficiencies from forming single athletic booster (set-up and maintenance)

- Drafts of bylaws, articles of incorporation, etc. have been circulated and pending approval

Thank You!

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