

**Millstadt Community Consolidated School
District #160**

**Sex Equity Survey
Title IX**

Title IX of the Education Amendments of 1972 prohibiting sex discrimination in education requires that all educational institutions conduct self-evaluations. The regulations stipulate that a school district evaluate its current policies and practices as they pertain to admission of students, treatment of students, and employment of both academic and non-academic personnel.

Each school district is also required to modify or take remedial action to eliminate any discrimination that may have resulted from these policies and practices.

Areas of evaluation are:

- I. Staff
 - A. ***Distribution of Staff by Sex in Teaching and Administrative Positions:*** There are 58 teaching and administrative certified positions within District 160 (51– female, 7 – male). Certified staff members are employed based solely upon their educational qualifications.
 - B. ***Title and Job Classification:*** Titles and job classifications are written in a non-gender specific fashion.
 - C. ***Salary Levels:*** Staff salaries are listed in the various collective bargaining agreements between the staff and the Board. A staff member receives the salary listed with no reference to whether they are male or female.
 - D. ***Fringe Benefits:*** Fringe benefits are listed in the various collective bargaining agreements between the staff and the Board. A staff member receives the fringe benefits listed with no reference to whether they are male or female.
 - E. ***Compensation for Extra-Curricular Activities:*** Compensation for extra-curricular activities is listed in the collective bargaining agreement between the teachers’ union and the Board. Union members and non-union members alike, whether male or female, receive the compensation listed on the pay chart.
 - F. ***Policies and Procedures Relating to Hiring and Promotion:*** Board Policy 520 – Personnel – General Personnel – “Recruitment and Hiring” guarantees that gender preference will not be given in the hiring and promotion process.

II. Students

- A. **Requirements for Graduation:** Board Policy 725.1 – Students – Academic Achievement – “Promotion and Retention” is written in a non-gender specific format. Male and female students are graduated from 8th grade based solely on academic requirements set by the staff and administration.
- B. **Policies and Procedures Relating to Married Student and Pregnancy:** While at the 8th grade level, it is highly unlikely that students will be married; the Millstadt Board of Education affirms the right of a pregnant student to continue her participation in the public school program.
- C. **Guidance and Counseling Materials:** Guidance and counseling materials are available from the school social worker. The school social worker is available for any regardless of gender.
- D. **Access to Course Offerings:** Self-contained classroom coursework is accessible and required of both genders.
- E. **Access to Extra-Curricular Activities:** Male and female students are afforded numerous and equivalent opportunities to access extra-curricular activities as prescribed by the SIJHSAA.

III. Physical Education and Athletics

- A. **Department Goals and Objectives:** Goals and objectives are developed to be non-gender specific and are expected to be achieved by both male and female students.
- B. **Curriculum** (Co-Educational; Separated for Contact Sports)
 - 1. **Units Offered – Skill Level:** Units of instruction and the required skill levels are appropriate for each grade level, non-gender specific and can be easily enjoyed by both male and female students. There are no contact sports.
- C. **Evaluation Process**
 - 1. **Criterion:** Criteria have been met when students, regardless of gender, and demonstrate successful acquisition of skills and learning.
 - 2. **Percentage of Grading:** All students are afforded the opportunity to earn the highest grade possible regardless of gender.
- D. **Regulations**
 - 1. **Dress Code and Dressing Policies (All Dress):** Male and female students wear identical uniforms for physical education.
 - 2. **Warm-Up:** Male and female students at all grade levels are required to warm-up prior to physical activity
 - 3. **Medical Excuses:** Medical excuses from PE are allowed for up to two days by parental request and three or more days with a doctor’s order. Gender is not taken into consideration when approving medical excuses.

4. **Student Record Cards:** Students' record cards are filed alphabetically by grade level and not by gender.
5. **Excuses from Participation:** Approval of excuses to participate are based upon health reasons without reference to gender.

E. Equipment

1. **Present Inventory:** Inventory of Equipment is sufficient for the sports provided to both male and female athletes.
2. **Budget Allotment:** The budget for athletic and PE equipment is non-gender specific. Both male and female students access the equipment.
3. **Audiovisual Materials:** AV materials are equally accessible by male and female students alike.

F. Facilities

1. **Numbers of Lockers:** There are equal numbers of lockers afforded to male and female students in the boys' and girls' locker rooms.
2. **Staff Office Space and Lounge Areas:** There are equal sized boys' and girls' locker rooms.
3. **Teaching Stations:** Teaching stations are non-gender specific and are easily accessible by both male and female students
4. **Training Areas:** Training areas are non-gender specific and are easily accessible by both male and female students.

G. Employees

1. **Instructional Staff:** Two male teachers provide PE instruction to all K- 8 male and female students. Prior to 2018-2019, one female and one male teachers provided PE instruction. After the retirement of the female teacher, a current male employee was transferred to the position of PE teacher.
2. **Paraprofessionals:** Currently, no paraprofessionals are employed to assist with the PE or athletic programs.
3. **Class Assignment Hours:** The PE instructor is scheduled for class assignments on an equivalent basis with the rest of the teaching staff.
4. **Administrative Positions:** The district's athletic director position is currently held by a male certified staff member within the district.
5. **Policy Decision Involvement:** Policy decision involvement is afforded to the staff through their individual union. The Board's Policy Committee reviews board policy, sends copies of potential changes to the Union and requests feedback.
6. **Committee Membership:** Committee membership is based upon number of staff in a given subject area and staff interest without reference to gender.

7. ***Instructional Salary Schedule:*** Salaries are listed in the Teacher's collective bargaining agreement with the Board. A staff member receives the salary listed with no reference to whether they are male or female.
8. ***Fringe Benefits***
 1. ***Expenses:*** Expenses for fringe benefits are listed in the teachers' collective bargaining agreement with the Board. A staff member receives the fringe benefits listed with no reference to whether they are male or female.

H. Extra-Curricular (Assembly sport, sex and level)

1. ***Survey of Student Interest:*** Student interest surveys are distributed to both male and female students in grades 5th through 8th.
2. ***Intramural Activities Schedules:*** Currently, there are organized intramural programs organized for both male or female students.
3. ***Interscholastic Sports Scheduled for Each Sex:*** District #160 follows the prescribed sports as set forth by the Millstadt Board of Education. Equal opportunities are afforded to both male and female students.
4. ***Number of Competitive Contests:*** Male and female students participate in an equivalent number of competitive contests within each sport.
5. ***Coaches on Staff Assigned per Teams:*** Boys' and girls' teams each have equal number of coaches.
6. ***Sports Seasons:*** Boys' and girls' sporting seasons are kept at an equivalent length of time as per the SIJHSAA requirements.
7. ***Coaching Staff per Team:*** Boys' and girls' teams each have equal number of coaches.
8. ***Coaching Salary per Team:*** Coaching salaries are dictated by the teacher union collective bargaining agreement with the Board of Education and make no reference to gender.
9. ***Equipment Budget per Sport:*** The Board of Education provides an "overall" budget for sports, which is non-gender specific and based upon need.
10. ***Site and Time of Season Practices:*** Gym time is rotated on an equal basis so that boys' and girls' teams have equal access to the facilities and equal access to earlier practice times.
11. ***Travel Allotments per Team:*** Boys' and girls' teams alike are given equal travel opportunities with transportation being paid by the School District.
12. ***Officials Salary per Contest, per Team:*** Officials' salaries are determined by the Millstadt Board of Education with no reference to gender.

13. Board of Education Contribution to the Sports Program:

The Board of Education makes yearly contributions to the sports program in their overall district budget with no delineation between what money goes to boys' or girls' programs.

14. Medical Budget: Medical supplies and first aid kits are afforded to all sports regardless of gender.

15. Team Uniform Inventory – Game and Practice: Boys' and girls' teams are both provided with warm-up, practice, away game and home game uniforms.

16. Booster Club Contribution and Services: At this time, there is a booster club for athletics. This service is equal amongst both genders of athletics

This survey was conducted with input from the following school personnel:

Dr. Brad Landgraf, Superintendent
Sandra Pegg, Principal
Ed Emge, Assistant Principal
Dotty Jenkins, Administrative Assistant
Bryan Weaver, Athletic Director
Jennifer Missey, Social Worker

Updated: October 15, 2018