

Date: 08/05/2025

To: Salt Lake City School District Board of Education
Superintendent of Schools

From: Emily Sutherland, Area Director and District Athletic Director
Tina Hatch, Compliance Officer and Title IX Coordinator
Nomani Satuala, Athletics and Activities Program Supervisor

Subject: Title IX Report: Student Participation in Interscholastic Sports

Summary:

Pursuant to Utah Code §53G-6-901 and §63G-31-2, the board must receive an annual report showcasing the district's compliance with the athletic requirements outlined in Title IX and various state laws.

Attached is a detailed written report, which includes 2024-2025 SY data and information on the six mandatory components required by state law. Athletic data for each comprehensive high school and middle school is separately highlighted. Time will be provided during the board meeting for board members to ask any questions about the information contained in the report.

A copy of our PowerPoint has also been attached. We will be covering some exciting highlights and new information about the district's athletics program and goals for the 2025-2026 SY.

Requested Board action:

There is no requested Board action.

If you have any questions or need any additional information on these policies, please contact the superintendent or the board president prior to 5:00 p.m. on August 4, 2025.



Salt Lake City School District 2024-2025 Title IX Report: Student Participation in Interscholastic Sports

The following report was compiled by Emily Sutherland, Area Director/District Athletics Director, Tina Hatch, Compliance Officer/District Title IX Coordinator, and Nomani Satuala, Athletics & Activities Program Supervisor. Athletics participation data was collected from the Register My Athlete system used by all the district's high schools to monitor and coordinate their athletics programs. Financial data was provided by the Business Administration department.

Annual Reporting Requirements

Pursuant to the requirements included in Utah Code §53G-6-901 and §63G-31-2, this report includes:

- The number and type of interscholastic sports¹ available at each school, categorized by gender designation.
- The number of students competing in gender-designated interscholastic sports at the school, categorized by gender.
- The amount of spending the school devotes to each gender-designated sport, reported in the total amount and on a per-student basis.
- A comparison and evaluation of designated practice and game locations in gender-designated interscholastic sports.
- Schools' efforts at compliance with Utah Code 63G-31-2 and with Title IX.
 - Providing facilities that are of equivalent quality to male and female sex-designated teams.
 - Providing equivalent scheduling practices or rotational scheduling of athletic events and/or practices.
 - Providing male and female students with equivalent opportunities.
- If there is a discrepancy between male-designated and female-designated sports of 10% or greater, the school's action plan to address the discrepancy.

In addition, the report includes:

- The total enrollment of each school and the percentage of students who participate in interscholastic sports.

¹ **Interscholastic sport:** an activity in which a student represents the student's school in the sport in competition against another school.

**SEX-DESIGNATION OF EACH UHSAA
SPONSORED INTERSCHOLASTIC ACTIVITY
THAT IS OFFERED IN SLCS D**

FEMALE SPORTS

Basketball
Drill Team
Golf
Lacrosse
Soccer
Softball
Tennis
Volleyball
Wrestling

MALE SPORTS

Basketball
Golf
Lacrosse
Soccer
Tennis
Volleyball
Wrestling

**MALE & FEMALE SPORTS
CO-COACHED**

Cross Country
Swim
Track

COED SPORTS

Baseball
Competitive Cheer
Drill Team
Football
*Unified Sports

COED ACTIVITIES

*Esports
Music
Speech and Debate
Theatre

*Esports will be officially sanctioned starting in the 2025-2026 school year.

SLCSD COMPREHENSIVE HIGH SCHOOLS: INTERSCHOLASTIC SPORTS PARTICIPATION

Foundational Information

The charts below include:

- a list of the sports offered at each of the district's comprehensive high schools;
- the number of student-athletes who participate in each sport, broken down by female and male participants;
- the funds spent by the school on each interscholastic sport; and
- the amount spent by the school per participant in each sport.

The "Money Spent for Program" column includes funds spent on coach stipends, camps, uniforms (i.e., all clothing items, helmets, etc.), equipment purchased for the program, costs of trips taken by the team for competitions and/or camps, and all other program related costs. This money comes from various sources including district/school funds, student fees, fundraisers, and donations.

The "Money Spent per Athlete" column is calculated by dividing the amount in the "Money Spent for Program" column by the number of students participating in the program. This is the amount the school has paid out for each athlete participating in the program but is **not** the amount paid by each student to participate in the program. Please note that the amount a student is charged in student fees to participate would be lower than the amount listed in the "Money Spent per Athlete" column.

Unusually high individual program expenditures may be due to the fact that a team was on the rotation for new uniforms/equipment; the team's equipment is more expensive than the equipment for other teams; a team traveled for workshops or competition; play was delayed by weather and had to be rescheduled; a team participated in state playoff games; etc. For example, as Unified Sports were sanctioned for the 2025-2026 school year, there will be one-time startup costs (e.g., equipment costs) to implement the program at each of the district's comprehensive high schools and budgets for continuing expenses (e.g. uniforms, transportation, coaching, etc.) have been developed.

Of note, the co-ed designation does not necessarily indicate that both boys and girls are participating on a team, rather it indicates that both genders are eligible to participate.

Highland and West High Schools Rebuild Information

The Executive Director of Auxiliary Services, Isaac Astill, is aware of Title IX requirements as they relate to athletic fields and facilities, storage availability, locker rooms, and bathrooms. He assures us all requirements are being met in the design and construction of the new Highland and West High Schools.



EAST HIGH SCHOOL

EHS Female Sports 2024-2025 SY

Sport	Number of Female Student Athletes	Money Spent for Program	Money Spent per Athlete
Girls Basketball	16	\$24,843	\$1,553
Girls Golf	31	\$13,017	\$420
Girls Lacrosse	13	\$13,038	\$1,002
Girls Soccer	49	\$42,437	\$866
Girls Tennis	27	\$14,303	\$530
Softball	19	\$19,105	\$1,006
Volleyball	34	\$27,666	\$814
Wrestling	6	\$8,657	\$1,443

EHS Male Sports 2024-2025 SY

Sport	Number of Male Student Athletes	Money Spent for Program	Money Spent per Athlete
Boys Basketball	33	\$54,909	\$1,664
Boys Golf	33	\$28,038	\$850
Boys Lacrosse	41	\$61,896	\$1,510
Boys Soccer	38	\$31,843	\$838
Boys Tennis	32	\$14,801	\$463
Boys Volleyball	15	\$29,267	\$1,951
Wrestling	10	\$7,342	\$734

EHS Co-Ed Sports 2024-2025 SY

	Number of Female Student Athletes	Number of Male Student Athletes	Money Spent for Program	Money Spent per Athlete
Baseball	0	20	\$40,888	\$2,044
Competitive Cheer	31	0	\$73,381	\$2,367
Football	0	50	\$112,792	\$2,256

EHS Co-Coached Sports 2024-2025 SY

Co-Coached Sports	Number of Student Athletes	Money Spent for Program	Money Spent per Athlete
Cross Country – Female	5		
Cross Country - Male	5		
Cross Country Totals		\$8,537	\$854
Swimming – Female	15		
Swimming - Male	20		
Swimming Totals		\$153,887 ²	\$4,396
Track – Female	46		
Track - Male	19		
Track Totals		\$30,390	\$468

² The swim programs at all three comprehensive high schools rent pool time from the county. In an effort to ensure the district's swim program could host competitions, the district partnered with the county to replace the scoreboards at the three swim locations. This is a one-time program cost that is reflected in each school's numbers.

EHS – Enrollment

EHS's enrollment for the 2024-2025 SY was 1,675. 50.27% were female students and 49.73% were male students. During this school year, EHS offered students the opportunity to participate in 24 interscholastic sports. Eleven of these sports were female teams, ten were male teams, and three were co-ed teams.

608 students, or 36% of EHS's student body, participated in interscholastic athletics*. Of the female students, 292 or 17% participated in interscholastic athletics. Of the male students, 316 or 19% participated in interscholastic athletics.

EHS – Compliance Efforts (Reported in Accordance with Utah Code §63G-31-2)

Area Director and District Athletic Director Emily Sutherland and Athletics and Activities Program Supervisor Nomani Satuala continue to be in close contact with school administrators and athletic directors and with Astill to ensure all athletes have equal access to playing fields, storage areas, and locker rooms.

Some items that were addressed at EHS during the 2024-2025 school year include:

- Baseball field landscaped over the summer, and baseball and softball fields will be laser leveled in August 2025.
- Football field resurfaced.

EHS – Discrepancy

No discrepancy of 10% or greater exists. Thus, no action plan is required.

*This number may include students who participated in more than one sport.



HIGHLAND HIGH SCHOOL

HHS Female Sports 2024-2025 SY

Sport	Number of Female Student Athletes	Money Spent for Program	Money Spent per Athlete
Girls Basketball	18	\$40,699	\$2,261
Girls Golf	37	\$20,951	\$566
Girls Lacrosse	31	\$12,665	\$409
Girls Soccer	50	\$25,194	\$504
Girls Tennis	32	\$18,826	\$588
Softball	22	\$22,573	\$1,026
Volleyball	35	\$27,644	\$790
Wrestling	11	\$19,261	\$1,751

HHS Male Sports 2024-2025 SY

Sport	Number of Male Student Athletes	Money Spent for Program	Money Spent per Athlete
Boys Basketball	32	\$55,320	\$1,729
Boys Golf	40	\$23,493	\$587
Boys Lacrosse	45	\$22,438	\$499
Boys Soccer	31	\$22,068	\$712
Boys Tennis	43	\$22,114	\$514
Boys Volleyball	25	\$37,766	\$1,511
Wrestling	42	\$27,023	\$643

HHS Co-Ed Sports 2024-2025 SY

Sport	Number of Female Student Athletes	Number of Male Student Athletes	Money Spent for Program	Money Spent per Athlete
Baseball	0	37	\$41,865	\$1,131
Competitive Cheer	34	3	\$75,746	\$2,047
Football	0	60	\$95,371	\$1,590
Unified Sports (soccer, basketball, & track)	7	10	\$2,236 ³	\$132

HHS Co-Coached Sports 2024-2025 SY

Co-Coached Sports	Number of Student Athletes	Money Spent for Program	Money Spent per Athlete
Cross Country-Female	21		
Cross Country - Male	26		
Cross Country Totals		\$15,829	\$337
Swimming – Female	29		
Swimming - Male	15		
Swimming Totals		\$158,772	\$3,608
Track – Female	64		
Track - Male	67		
Track Totals		\$75,330	\$575

³ Students were not charged any fees for Unified Sports at HHS or WHS last year. Also, coaches were not paid. Next year, as a UHSAA sanctioned sport, Unified Sports will have a designated budget for equipment, uniforms, transportation, and coaches. This will increase the overall spending on the program at each school. The costs for both HHS and WHS include the \$500 participation fee to Special Olympics of Utah.

HHS – Enrollment

HHS's enrollment for the 2024-2025 SY was 1,894. 49.4% were female students and 50.6% were male students. During this school year, HHS offered students the opportunity to participate in 27 interscholastic sports, including three Unified Teams. Eleven of these sports were female teams, ten were male teams, and six were co-ed teams.

867 or 46% of HHS's student body participated in interscholastic athletics*. Of the female students, 391 or 21% participated in interscholastic athletics. Of the male students, 476 or 25% participated in interscholastic athletics.

HHS – Compliance with Title IX and Utah Code Part 63G-31-2

Sutherland and Satuala continue to be in close contact with school administrators and athletic directors and with Astill to ensure all athletes have equal access to playing fields, storage areas, and locker rooms.

Some items that were addressed at HHS during the 2024-2025 school year include:

- New tennis courts installed at Rosslyn Heights.
- Track resurfaced.
- Transition to one full-time athletic director in the coming year.

HHS – Discrepancy

No discrepancy of 10% or greater exists. Thus, no action plan is required.

*This number may include students who participated in more than one sport.



WEST HIGH SCHOOL

WHS Female Sports 2024-2025 SY

Sport	Number of Female Student Athletes	Money Spent for Program	Money Spent per Athlete
Drill Team	8	\$17,606	\$2,201
Girls Basketball	29	\$43,373	\$1,496
Girls Golf	9	\$8,293	\$921
Girls Lacrosse	12	\$9,272	\$773
Girls Soccer	43	\$30,488	\$709
Girls Tennis	20	\$9,495	\$475
Softball	10	\$7,291 ⁴	\$729
Volleyball	46	\$73,052	\$1,588
Wrestling	9	\$10,755	\$1,195

WHS Male Sports 2024-2025 SY

Sport	Number of Male Student Athletes	Money Spent for Program	Money Spent per Athlete
Boys Basketball	30	\$41,263	\$1,375
Boys Golf	10	\$18,911	\$1,891
Boys Lacrosse	24	\$6,516 ⁵	\$271
Boys Soccer	36	\$44,699	\$1,242
Boys Tennis	16	\$7,760	\$485
Boys Volleyball	25	\$30,526	\$1,221
Wrestling	29	\$16,631	\$573

⁴ Two unpaid volunteer coaches.

⁵ Three unpaid volunteer coaches.

WHS Co-Ed Sports 2024-2025 SY

Sport	Number of Female Student Athletes	Number of Male Student Athletes	Money Spent for Program	Money Spent per Athlete
Baseball	0	19	\$11,860	\$624
Competitive Cheer	20	0	\$22,212	\$1,111
Football	0	87	\$178,625	\$2,053
Unified Sports (soccer & basketball)	5	6	\$500	\$45

WHS Co-Coached Sports 2024-2025 SY

Co-Coached Sports	Number of Student Athletes	Money Spent for Program	Money Spent per Athlete
Cross Country – Female	20		
Cross Country - Male	33		
Cross Country Totals		\$40,364	\$762
Swimming – Female	27		
Swimming - Male	23		
Swimming Totals		\$136,824	\$2,736
Track – Female	57		
Track - Male	65		
Track Totals		\$25,426	\$208

WHS – Enrollment

WHS's enrollment for the 2024-2025 SY was 2,345. 47.4% were female students and 52.6% were male students. During this school year, WHS offered students the opportunity to participate in 26 interscholastic sports, including one Unified Team. Twelve of these sports were female teams, ten were male teams, and four were co-ed teams.

718 or 31% of WHS's student body participated in interscholastic athletics*. Of the female students, 315 or 13% participated in interscholastic athletics. Of the male students, 403 or 17% participated in interscholastic athletics.

WHS – Compliance with Title IX and Utah Code Part 63G-31-2

Sutherland and Satuala continue to be in close contact with school administrators and athletic directors and with Astill to ensure all athletes have equal access to playing fields, storage areas, and locker rooms.

Some items that were addressed at WHS during the 2024-2025 school year include:

- Replaced vandalized baseball nets with district funds set aside for this purpose.

WHS – Discrepancy

No discrepancy of 10% or greater exists. Thus, no action plan is required.

*This number may include students who participated in more than one sport.

SLCSD
MIDDLE SCHOOLS:
INTERSCHOLASTIC
SPORTS
PARTICIPATION
(AFTER SCHOOL PROGRAM)

Middle Schools

After School Program

Interscholastic Sports

2024-2025 SY

School/Program	Sport	Number of Student Athletes	Money Spent for Program	Money Spent per Athlete
Clayton Middle School	Boys Basketball	11	\$465.66	\$42.33
	Girls Basketball	12	\$465.66	\$38.80
	Boys Soccer	22	\$979.92	\$44.54
	Girls Soccer	21	\$979.92	\$46.66
	Boys Volleyball	14	\$467.22	\$33.37
	Girls Volleyball	15	\$467.22	\$31.15
	Boys Track & Field	17	\$75.32	\$4.43
	Girls Track & Field	21	\$75.32	\$3.58
Glendale Middle School	Boys Basketball	15	\$465.66	\$31.04
	Girls Basketball	14	\$465.66	\$33.26
	Boys Soccer	19	\$979.92	\$51.57
	Girls Soccer	23	\$979.92	\$42.60
	Boys Volleyball	11	\$467.22	\$42.47
	Girls Volleyball	14	\$467.22	\$33.37
	Boys Track & Field	34	\$75.32	\$2.21
	Girls Track & Field	49	\$75.32	\$1.53
Hillside Middle School	Boys Basketball	13	\$465.66	\$35.81
	Girls Basketball	8	\$465.66	\$58.20
	Boys Soccer	19	\$979.92	\$51.57
	Girls Soccer	17	\$979.92	\$57.64
	Boys Volleyball	12	\$467.22	\$38.93
	Girls Volleyball	12	\$467.22	\$38.93
	Boys Track & Field	34	\$75.32	\$2.21
	Girls Track & Field	47	\$75.32	\$1.60
Nibley Park School	Boys Basketball	11	\$465.66	\$42.33
	Girls Basketball	11	\$465.66	\$42.33
	Boys Soccer	16	\$979.92	\$61.24

August 5, 2025

	Girls Soccer	11	\$979.92	\$89.08
	Boys Volleyball	12	\$467.22	\$38.93
	Girls Volleyball	12	\$467.22	\$38.93
	Boys Track & Field	8	\$75.32	\$9.41
	Girls Track & Field	9	\$75.32	\$8.36
Northwest Middle School	Boys Basketball	12	\$465.66	\$38.80
	Girls Basketball	10	\$465.66	\$46.56
	Boys Soccer	20	\$979.92	\$48.99
	Girls Soccer	19	\$979.92	\$51.57
	Boys Volleyball	15	\$467.22	\$31.14
	Girls Volleyball	15	\$467.22	\$31.14
	Boys Track & Field	16	\$75.32	\$4.70
	Girls Track & Field	11	\$75.32	\$6.84
SLCSE Bryant Middle School	Boys Basketball	18	\$465.66	\$25.86
	Girls Basketball	10	\$465.66	\$46.56
	Boys Soccer	11	\$979.92	\$89.08
	Girls Soccer	11	\$979.92	\$89.08
	Boys Volleyball	9	\$467.22	\$51.91
	Girls Volleyball	15	\$467.22	\$31.14
	Boys Track & Field	18	\$75.32	\$4.18
	Girls Track & Field	10	\$75.32	\$7.53

HIGHLIGHT

The district's community education department runs the middle school athletics program in conjunction with their afterschool program. No student who plays an intramural/interscholastic sport at a middle school in the district is charged any fees for their participation (including the fee listed in the fee schedule for the afterschool program). The afterschool intramural/interscholastic sports program has been fully funded by a grant for the last four years and will continue to be funded through a grant for the 2025-26 school year. The costs for the programs listed above include coaching, athletics coordinators, uniforms, transportation, and referees.

SLCSD DISTRICTWIDE TITLE IX COMPLIANCE EFFORTS

The following compliance efforts are ongoing or have been made during the 2024-2025 school year.

Comparison/Evaluation of Practice and Game Locations

Sutherland and Compliance Officer/Title IX Coordinator Tina Hatch toured each comprehensive high school in October of 2023; Satuala will tour the facilities at each school again in fall of 2025 and meet with the athletic directors to ensure that the following items are equitable for female and male athletes:

- Facilities
- Schedules – practice and game
- Cheerleader availability for all varsity games
- Fee schedules
- Travel – school bus or alternate
- Athletic trainers - availability for all teams
- Publicity – tryouts, games, records, achievements
- Fundraising – equitable opportunities
- Donations are processed through the Salt Lake Education Foundation (SLEF) and any donation over \$500 is reported to Sutherland

The district's comprehensive high schools have been classified into two different regions for the coming school year. Highland and East High Schools are now classified as 4A schools and will compete in Region 10. West High School is now classified as a 5A school and will compete in Region 4.

Yearly Athletics Survey

The district continues to provide an annual survey for students in grades eight through eleven. This survey measures interest in the interscholastic sports offered at the district's high schools; participation in sports outside of school; reasons that students may not be able to access these activities; and other interests that students may have that the district has not addressed.

As a result of this survey, the district has added boys and girls lacrosse, girls wrestling, and boys volleyball to the list of sports offered. After being presented with information regarding UHSAA's sanctioning of and the level of interest and participation in school Esports clubs, the Board determined that the district will offer competitive Esports as a sanctioned activity starting in the 2025-2026 school year. Sutherland and Hatch will continue to bring newly sanctioned sports in which students would like to participate to the board's attention. The sports for which SLCS students have expressed a high level of interest in the 2025 survey are skiing, hockey, and rugby, however there are no plans to sanction these sports at this time.

In assessing barriers to participation, the biggest barrier that student participants reported was after school conflicts (e.g., family responsibilities, work, club teams, or participation in alternate school related activities), which is consistent with the results of the 2024 survey. Compared to last year's survey results, fewer students felt that the cost of athletics was a barrier.

Importantly, this year's results included multiple student concerns related to the impact of late start on the number of times they are required to miss the entirety of the same class, which is having an impact on their ability to complete coursework and participate in class.

Finally, the WHS clinic has performed 479 athletics physicals for district students at no cost to the family or student⁶. Access to the clinic has and will continue to remove the financial barrier of physicals for parents and students.

Training

Satuala has designed a comprehensive athletic coach training curriculum that will be required for all head coaches and covers the following topics:

- Athletic coach hiring process
- Aktivite and Vector training information
- Title IX compliance and reporting
- Fundraising
- Purchasing guidelines
- Overnight trip requests
- Communication guidelines
- Eligibility information

This training will be strategically provided three times throughout the school year, both in person and virtually, so coaches of sports from any season (fall, winter, and spring) will receive the information.

Plan for the 2025-2026 School Year

In addition to improving our trainings and hiring processes in 2025-2026, we will:

- Continue to collaborate with auxiliary services on the rebuilds at Highland and West High Schools to ensure all athletic teams have equitable access to practice and competition facilities.
- Consider participation numbers in lacrosse, as some teams are having difficulty recruiting enough players.
- Support Unified Sports in all three comprehensive high schools.
- Oversee the implementation of Esports in all high schools.
- Set specific guidelines for advertising tryouts for all UHSAA sports and activities.

⁶ The cost of athletics physicals has been supported by the Utah Sports Commission through the Salt Lake Education Foundation.



**SALT
LAKE
CITY**
SCHOOL DISTRICT

2024-2025

TITLE IX HIGHLIGHTS

Emily Sutherland, Area Director & District Athletic Director

Tina Hatch, Title IX coordinator & Compliance Officer

Nomani Satuala, Athletics & Activities Program Supervisor

TITLE IX ATHLETICS SURVEY

The annual survey was pushed out during advisory periods at the end of the 2024-25 SY, which resulted in nearly twice as many responses as the previous year.

In the past, high levels of student interest led the board to approve adding lacrosse, girls wrestling, and boys' volleyball. The board has now approved sanctioning eSports for the 2025-26 SY.

This year students expressed a high level of interest in rugby, skiing, and hockey, none of which are currently sanctioned by UHSAA.

Multiple students indicated that due to high schools' later start times, they are missing the entirety of the last class of the day on multiple days, which is having an adverse impact on academics. We are looking for ways to address these concerns.

Multiple students indicated that they are unaware of tryout information, win-loss records, and other information about some of the less publicized sports. A new communication plan is being developed to address this concern.



HIGHLIGHTS

Some differences in cost per program/athletes are due to:

- Travel, camps, clinics
- Longer seasons and going to state tournaments
- Different types of gear and equipment

The district allows equitable opportunities for all teams to fundraise, travel, etc.

The district updated all fee schedules during the 2024-25 SY. We will continue to examine whether some athletic fees can be reduced due to consistent lower spending.

The new West High School clinic has completed more than 1000 athletics physicals since it opened.

EXPANDING COED OFFERINGS

Unified
Sports
Program

Drill Team

Training and Monitoring



Held three times a year: fall, winter, spring.



Required for all head coaches.



Topics include:

Title IX compliance
Fundraising

Overnight trip requests
Communication guidelines

WELCOMING THE NEW...



Esports!



**Unified
Sports!**



**4A Region 10
5A Region 4**

UNIFIED SPORTS

Paid Head & Assistant Coaching Positions

Available at all three comprehensive high schools.

One-Time & Ongoing Funding

One-time funding for new athletic equipment and uniforms.

Establish team budget and fees to support ongoing program funding.

Unified Sports Support

SLCSD training and athletic director support for unified sports head coaches.



FACILITIES & REBUILDS



Rosslyn Heights

New tennis courts
Lacrosse field



Continued collaboration with auxiliary services about the rebuilds and athletic facilities.



Transportation providing weekly communications to high school athletic directors.



East baseball field landscaped, both baseball and softball releveled in August.

SCOREBOARDS



District shared in the funding of new scoreboards at our swimming facilities:

Northwest Recreation Center
Fairmont Aquatic Center
Steinert Aquatic Center

MIDDLE SCHOOL

Community education
continuing to run the middle
school sports program.

No fees charged currently.

Will be funded by a grant for
the 2025-2026 school year.





Questions?

Thanks!

emily.sutherland@slcschools.org

tina.hatch@slcschools.org

nomani.satuala@slcschools.org