

# New Hanover County Board of Education

**BOARD OF EDUCATION  
TITLE IX COMMITTEE  
MINUTES**

MARCH 7, 2019

2:30 PM

BOARD OF EDUCATION CENTER

<b>MEETING CALLED BY</b>	Dr. Tim Markley, Superintendent
<b>RECORDER</b>	Crystal Buie, Administrative Assistant
<b>BOARD COMMITTEE MEMBERS</b>	Chair Lisa Estep and Member Nelson Beaulieu, Board Representatives
<b>ATTENDEES</b>	Dr. Rick Holliday, Dr. John Welmers, Wayne Bullard, Julie Askew, Kristin Jackson, Russell Rivenbark, Patrick McCarty, Keith Moore, Fred Lynch, Kristi Tinnis-Brown, Eric Davis, Adrienne Gale, Diane Hendrix, Leslie Cohen, Andrea Stough, Janie Dowda, Bernice Johnson, Robert McGee, Amber Resetar.

## Agenda

Introduction: Welcome & Committee Members Introductions:

At 2:34 PM, Mrs. Estep called the meeting to order and thanked everyone for serving on the Title IX Committee. The members introduce themselves and the role that they serve within NHCS or within the community.

Presented by Board Chair Lisa Estep  
& Dr. Tim Markley

Discussion Items:

Presented by Dr. Markley, Mrs. Estep  
and Committee Members

<b>DISCUSSION</b>	<p>Mrs. Estep reviewed why the Board of Education Title IX Committee had been formed. She shared that the new Board of Education would be taking a look at current policies and how they drive processes and procedures within the system. During a recent Closed Session, Board Member Nelson Beaulieu made a point that we needed to look as a system of what we are doing in regards to Title IX. The Board voted to form a Title IX Committee. Mrs. Estep further shared that it seemed like a good time to see what we are doing; what we could do differently; what we could do better and provide the outreach.</p> <p>Mr. Beaulieu shared his military background and his Title IX experience.</p> <p>There was a discussion about what is Title IX.</p> <p>NHCS General Counsel Wayne Bullard gave an overview of Title IX that included previous and proposed regulations.</p> <p>NHCS Deputy Superintendent Dr. Rick Holliday and Student Support Services Director Kristin Jackson gave an overview of what NHCS is currently doing that pertains to Title IX. Dr. Holliday shared that Title IX is always a part of the monthly Athletic Directors' Meeting, and the district's Title IX information can be found on the Student Support Services webpage, as well as the front page of the NHCS website.</p> <p>Dr. Holliday and Mrs. Jackson reviewed the information/materials that are given/reviewed with all student athletes and their parents/guardians.</p>
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Mrs. Jackson shared that a program by the Rape Crisis Center - Shifting Boundaries – was in selected middle schools – Lake Forest, Myrtle Grove, Noble, Roland-Grise and Trask.

Janie Dowda of the Rape Crisis Center shared that Shifting Boundaries was an evidence-based program that covers four lessons – boundaries, flirting vs. hurting, review of district policy and how to report, and mapping – layout of the school for students to select their comfort zones and unsafe areas. At the end of the series, the information is collected, and the data is given to the school administration.

Dr. Holliday reviewed the policy and reporting form pertaining to bullying, harassment, and discrimination.

Mrs. Jackson shared that all school counselors/social workers are trained at the beginning of the school year about a variety of mandatory, student support-related topics that include Title IX, abuse/neglect, meth labs, and others. The school counselors are required to present the information/train their school staffs within the first two months of school. The school principal must sign off confirming that the training has occurred.

Ashley High School Principal Patrick McCarty shared that for his school, the critical topics – which include Title IX and abuse/neglect - were covered in their opening staff/faculty meetings; the other topics were reviewed over the course of the school year as appropriate. The meetings included certified and classified staff. Dr. Holliday reiterated that the principals – elementary, middle and high - have to attest that the staff trainings have occurred.

Mrs. Jackson shared that the term Title IX may not always be used; Gender-based biased, gender-based bullying, harassment, and sexual assault may be referenced instead. Title IX is included within the bullying and harassment training, and teachers are trained to understand and know the differences between sexual assault, sexual harassment, harassment, bullying and how they should be reported. Counselors and social workers receive additional training within these areas, as they are the ones that the issues are primarily disclosed to.

Dr. Holliday shared that NHCS has more school counselors/social workers than the state allotments.

Mr. Beaulieu asked for Dr. Holliday to review a typical investigation. Dr. Holliday reviewed that once a sexual crime had been alleged, law enforcement/district attorney's office have requested for NHCS to report immediately and for the district not to investigate until law enforcement has completed its investigation.

Andrea Stough of the Domestic Violence Shelter asked who provided the critical training at the school-level, and Mrs. Jackson confirmed that most of the training is done by the school counselors and community-based agencies.

Leslie Cohen of She/Her asked does the student and/or parent know what to expect once a situation has occurred.

Amber Resetar, UNC-Wilmington Title IX Officer, shared that within UNC-W's Title IX office, if a situation had been alleged, they conducted a full fact finding that followed law enforcement's investigation. Within their role, they helped to make the

student(s) feel safe, comfortable, and this was done by a standardize process/procedures.

Ms. Cohen asked if there was a process in place for harassment/bullying, and if so, was it in writing. Mrs. Jackson shared that the school had 24 hours to investigate once the form/allegations had been submitted. The school submits the investigation report to NHCS Behavior Specialist Judy Stubblefield. There is a bullying/harassment timeline on how to handle situations and checking in on the victim was a part of the outline.

Mrs. Estep talked about next first steps that included policy, training, an online reporting option, information for victims/parents, and data.

There was a review of additional members that needed to be included – local law enforcement, elementary and middle school administrators, and NHCS Central Office personnel – Judy Stubblefield, Tanya Jordan and Jayne Emma.

There was a discussion about the next meeting, and Thursday, March 28<sup>th</sup>, 2:30 PM at the Board of Education Center was selected. The agenda will include data and sub committees.

Mrs. Estep thanked everyone for a positive discussion.

The meeting adjourned at 4:10 PM.

**NEXT MEETING**

MARCH 28, 2019

2:30 PM

Board of Education Center