

New Hanover County Board of Education

**BOARD OF
EDUCATION TITLE IX
COMMITTEE MINUTES**

APRIL 22, 2019

2:30 PM

BOARD OF EDUCATION CENTER

MEETING CALLED BY	Lisa Estep, Board Chairperson
RECORDER	Crystal Buie, Administrative Assistant
BOARD COMMITTEE MEMBERS	Chair Lisa Estep and Member Nelson Beaulieu, Board Representatives
ATTENDEES	Dr. Rick Holliday, Dawn Brinson, Wayne Bullard, Valita Quattlebaum, Kristin Jackson, Dr. Maggie Rollison, Amy Oots, Tanya Jordan, Judy Stubblefield, Jayne Emma, Adrienne Gale, Katrina Creech, Chief Deputy Ken Sarvis, Leslie Cohen, Andrea Stough, Amy Feath, Janie Dowda, Robert McGee, Dr. Jackie White.

Agenda

Introduction: Welcome & Committee Members Introductions

Presented by Board Chair Lisa Estep

Discussion Items:

Presented by Dr. Mrs. Estep and Committee Members

DISCUSSION	<p>Mrs. Estep called the meeting to order at 2:36 PM. She thanked everyone for attending and their participation. Mrs. Estep asked if there were any changes to the agenda and/or the meeting minutes from March 7th or April 1st. There were no changes. Mrs. Estep welcomed Dr. Jackie White – retired educator from UNC-Greensboro – to the committee. At 2:41 PM, Mrs. Estep asked the group members to break into their subcommittees – Education, Policy, and Resources.</p> <p>At 3:39 PM, the Title IX Committee reconvened as a group. Each subcommittee gave a report.</p> <p>Policy: NHCS General Counsel Wayne Bullard reviewed the highlights of the proposed policies – 1710 - Discrimination, Harassment and Bullying and 1720 – Discrimination, Harassment and Bullying Compliant Process. He emphasized defining sexual harassment and sexual assault and discussed amending the reporting and investigation forms to reflect the various types of harassment/assault. Mr. Bullard shared that the subcommittee discussed the involvement of Law Enforcement in the investigation process and their standards of proof may be higher, in which in some incidents no criminal charges may be filed; however, these cases may have enough supporting evidence that warrant student discipline and/or other actions taken by school administration. Mr. Bullard reviewed FERPA guidelines concerning both the victim(s) and alleged perpetrator(s). He shared that the Policy Subcommittee discussed timeframes for reporting and responding to incidents and mandates for NHCS employees, including training. Ms. Estep recommended a responsible employee statement for all employees to sign upon completion of Title IX training. Mr. Beaulieu reiterated the importance of the role of the Title IX investigators and how they should not have much contact with students to keep their role as an investigator as an objective role.</p>
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Education: Kristin Jackson reported that the subcommittee had reviewed the three groups to be trained – students, parents and faculty/staff. She shared that the current practice is for school principals to confirm that faculty/staff members have received Title IX training as part of their beginning of the year Student Support Services review. The subcommittee recommended for the Title IX information to be prepared in such a way that it stood out / took priority within the Student Support Services information that is presented. Ms. Jackson noted that the subcommittee felt that before the procedures could be determined, policies needed to be finalized. The subcommittee also talked about the use of ABE (reporting system for discipline) and how to report bullying incidents and the use of proper forms. At this time, elementary schools do not have ABE, only middle and high schools. Coastal Horizons’ program – Shifting Boundaries – was also reviewed and the subcommittee discussed the need to expand the program into more schools, as it is only about half of the district’s middle schools. The subcommittee also looked at how the Shifting Boundaries program could overlap into the Health/PE and/or Family Life curriculums. Prevention education was reviewed and how it can be integrated at the elementary level. Ms. Jackson shared that she was seeking a researched-based program and that fidelity would be a priority for implementation of any selected program to ensure that schools were participating appropriately. By-stander training was also discussed for the high school level.

Resources: Amy Feath shared the question – Where are we? and gave the recommendation to provide surveys for the three entities – parents, students and staff. She also shared the recommendation to clarify what Title IX means, how it impacts each of the stakeholders and the reflection upon the district/schools. The number one recommendation from the subcommittee is to take a temperature of where we are. Mrs. Estep asked Mr. Bullard if the Title IX Committee needed permission from the Board of Education to conduct surveys, and Mr. Bullard confirmed that the committee did not need approval by the Board. There was a detailed discussion about surveys, vetting the questions and how the surveys could be distributed/data received.

Mrs. Estep asked Mr. Bullard about allowing student diversity clubs, and he confirmed that if a school allowed non-curriculum student clubs, it could not deny one type of club over another. It was confirmed that a faculty adviser was required for all student-related clubs.

The committee discussed the next meeting date/time, and Monday, May 13th at 3:30 PM was selected.

Mrs. Estep adjourned the meeting at 4:23 PM.

NEXT MEETING

MAY 13, 2019

3:30 PM

Board of Education Center