

New Hanover County Board of Education

**BOARD OF
EDUCATION TITLE IX
COMMITTEE MINUTES**

AUGUST 12, 2019

3:30 PM

BOARD OF EDUCATION CENTER

MEETING CALLED BY	Dr. Tim Markley, Superintendent
RECORDER	Crystal Buie, Administrative Assistant
BOARD COMMITTEE MEMBERS	Chair Lisa Estep and Member Nelson Beaulieu, Board Representatives
ATTENDEES	Dr. John Welmers, Dawn Brinson, Valita Quattlebaum, Wayne Bullard, Julie Askew, Kristin Jackson, Patrick McCarty, Dr. Maggie Rollison, Amy Oots, Judy Stubblefield, Jayne Emma, Katrina Creech, Leslie Cohen, Andrea Strough, Stephanie Kraybill, Robby McGee, Dr. Jackie White

Agenda

Introduction: Welcome

Presented by Board Chair Lisa Estep

Discussion Items:

Presented by Mrs. Estep and Superintendent Dr. Tim Markley

DISCUSSION	<p>Board Chair Lisa Estep called the meeting to order at 3:35 PM and thanked everyone for attending and those viewing via the live broadcast. Mrs. Estep shared the introduction and greetings from the newly-appointed NHCS Title IX Director Jarelle Lewis, Esq. Mrs. Estep shared that Mr. Lewis was a native Wilmingtonian, though he was currently working in South Dakota at Dickinson State University and would be starting his role with NHCS in early September. Mrs. Estep extended appreciation to all of those that helped with the interview process. Mrs. Estep asked that his contact information remain confidential. Superintendent Dr. Tim Markley confirmed that his start date would be September 11th.</p> <p>Dr. Markley requested for General Counsel Wayne Bullard to review the revisions to the Title IX Policies – Prohibition Against Discrimination, Harassment, and Bullying; Discrimination, Harassment, and Bullying Complaint Process.</p> <p>Mr. Bullard shared that there were very few changes to the first policy (Prohibition). He noted that the only change made to the policy was including the term “different sexes” instead of using the term “opposite sex.” Mr. Bullard noted that the policies prohibited any discrimination, harassment and bullying based on any protected group, not just limited to sex and gender, but may also include religious discrimination, race discrimination, bullying based on disabilities, etc.</p> <p>Mrs. Estep shared that later in the meeting the committee would review draft examples for mission statements, which would help to further define and guide the work of the committee.</p> <p>There was a discussion about the use of the term “unlawful.” The committee agreed to replace the term with “prohibited.”</p> <p>Mr. Bullard moved to the next policy – Discrimination, Harassment, and Bullying Complaint Process (procedures). He reviewed the recommended</p>
-------------------	---

revisions/changes that were discussed during the July Title IX Meeting. For notifications/communications, it was requested to include notifications/communications to be done in writing. There was a discussion about the district Title IX Director reviewing school-level Title IX investigations before the investigations would be closed. Mr. Bullard also noted that there was an appeals process if needed. Dr. Markley reiterated that once Mr. Lewis started, Mr. Lewis will review the draft policies prior to them being presented to the Policy Committee.

Due to the majority of the work being done on the Title IX policies, Mrs. Estep recommended for members of the Policy Subcommittee to join either the Resources or Education Subcommittees. The committee broke into subcommittees at 4:05 PM.

At 4:50 PM, the Title IX Committee reconvened. Dr. Markley asked for each subcommittee to give a recap from their discussions.

Assistant Superintendent Julie Askew reported that the Resources Subcommittee discussed moving forward with the Title IX survey for the district. She noted that they discussed the survey questions to be brief and include questions that related to reporting, knowledge of district services, resources, support, etc. The subcommittee also discussed using a student focus group from Laney High School that had been CREM (Community Resilience Model) trained. The student focus group would assist with Public Service Announcements (graphics/information to include), survey input (language use, wording), etc. The subcommittee also talked about survey logistics – opting in or opting out. The target audience would be one survey for parents and one survey for students. Both surveys would cover the following: understanding of policies and procedures, understanding of how to report, and if a situation had been previously report, share their experience. Each of the surveys' questions would be written for their intended audiences. The subcommittee also discussed updating the web page to help educate parents/community. It was asked if an employee survey had been considered.

Student Support Services Director Kristin Jackson shared an update from the Education Subcommittee. She noted that the subcommittee had been really focused on supporting students and teachers as the school year is about to start, so they subcommittee did an audit to ensure that all stakeholders are being educated about Title IX. Stakeholders included students, teachers, parents, community members, volunteers (level II), substitute teachers. Mrs. Jackson shared that they were awaiting the policies, arrival of Mr. Lewis, and new reporting system. Mrs. Estep shared that Darkness to Light training will provided for the Coaches, Athletic Directors, Principals, Counselors and Social Workers, which will be provided by the Carousel Center and Tanya Jordan, during the new school year. The Carousel Center is available to provide the training to community groups. Mrs. Estep reiterated that if you were a NHCS Coach, you must be trained in the Darkness to Light program. Going forward, teachers will also be trained in the program. Mrs. Estep also noted that they will be discussing with Mr. Lewis what other training pieces needed to be added and for him to go into all of the schools to provide a Title IX overview. Future ideas - Mass information email push out to students and responsibility document – pledge that I will help to protect NHCS students.

	<p>Mrs. Estep reviewed Title IX Mission sample statements. She asked for the committee to review the statements and consider what the committee needed in its statement.</p> <p>Dr. Markley shared that the next committee meeting would be Monday, September 16th, 3:30 PM – Board of Education Center. Mrs. Estep confirmed the upcoming September meeting and thanked everyone for their participation.</p> <p>The meeting adjourned at 5:05 PM.</p>
--	--

NEXT MEETING

SEPTEMBER 16, 2019 3:30 PM Board of Education Center