

New Hanover County Board of Education

**BOARD OF
EDUCATION TITLE IX
COMMITTEE MINUTES**

OCTOBER 21, 2019

3:30 PM

BOARD OF EDUCATION CENTER

MEETING CALLED BY	Dr. Tim Markley, Superintendent
RECORDER	Crystal Buie, Administrative Assistant
BOARD COMMITTEE MEMBERS	Member Nelson Beaulieu, Board Representative
ATTENDEES	Jarelle Lewis, Dawn Brinson, Julie Varnam, Wayne Bullard, Kristin Jackson, Tanya Jordan, Jayne Emma, Patrick McCarty, Leslie Cohen, Stephanie Kraybill, Amy Feath, Janie Dowda, Lt. C. H. Smith

Agenda

Introduction: Welcome

Presented by Superintendent Dr. Tim Markley

Discussion Items:

Presented by Dr. Markley and NHCS Title IX Director Jarelle Lewis

DISCUSSION	<p>Superintendent Dr. Tim Markley called the meeting order at 3:32 PM and gave a brief welcome to the group. He turned the meeting over to NHCS Title IX Director Jarelle Lewis. Mr. Lewis thanked everyone for attending. He proceeded to give an update on his first month in the role of NHCS Title IX Director. He shared that he was learning what the district was doing, how the district could improve and how the district could be more transparent in its processed. He is currently working on gathering data in regards to the number of cases that he has already dealt with. Mr. Lewis noted that he attended the Assistant Principals' Meeting on September 17th and provided training on Title IX cases. He went through training slides. He in the coming weeks he provided training for the School Treasurers and Social Workers/School Counselors. He noted that the training tweaked pending the audience.</p> <p>There were technical issues with the presentation, so Mr. Lewis proceeded to Agenda Item – Title IX Survey Discussion.</p> <p>Board Member Nelson Beaulieu asked if there would be a quarterly Title IX update to the Board to provide basic information such as the number of investigations, etc. Mr. Lewis confirmed that quarterly reporting was definitely possible, and he had been discussing with Dr. Markley. Dr. Markley suggested that before the reporting started, Mr. Lewis should get in processes in place to ensure best reporting practices. Mr. Lewis shared that the quarterly reports will include the following: total number of complaints, student or employee related, complaint substantiated or non-substantiated, and any patterns that may be occurring.</p> <p>Amy Feath with the Carousel Center gave an update on the survey process which would be a two-tiered process. The immediate need for a survey to give community the opportunity to share – do you know where to report, have you ever tried to report and if so, was it successful – why or why not? She also shared that the district would want to consider an annual revisiting of the survey for three audiences – students, caregivers and faculty/staff.</p>
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Mr. Lewis shared that he had started reviewing the survey questions and the importance of the basic questions. Ms. Feath noted that per Board policy, students must be given the opportunity to Opt-In to taking the survey, though the Resources Subcommittee recommended to the Title IX Committee to recommend to the Board of Education to revising policy to Opt-Out. Ms. Feath asked for Dr. Jackie White to speak on further on the survey. Dr. White recommended for that the first survey to be very general and happen quickly to get the pulse from all three target audiences - students, parents, and teachers. She also noted the importance of getting a good sample of people and that the survey should be as easy as possible and reach as many as possible. Ms. Feath reiterated the importance of the first step to the survey is changing the policy to reflect Opt-Out, as it was currently Opt In. Mr. Beaulieu asked about Mr. Bullard about how to make the policy change, and Mr. Bullard reviewed the steps and how to go through the Policy Committee and then on to the Board for consideration and approval. Mr. Beaulieu asked if anyone had an objection of requesting the change to the policy (requesting the change from Opt In to Opt Out). There was no objection. PTA Representative Stephanie Kraybill recommended for the survey to be available at upcoming PTA/parent meetings. Dr. White recommended that the survey should have YES or NO and/or short answer questions and also having a pilot group before a complete roll out. There was a discussion about when the survey draft would be ready to review. Mr. Lewis recommended that final survey draft to be shared with the Title IX Committee.

Mr. Lewis gave an overview of the Title IX training presentation that he has been giving to various employee groups.

Mr. Lewis gave an update on the drafts of the Title IX policies. He noted that he had made edits to the draft policies.

Mr. Lewis started with the Prohibition Against Discrimination, Harassment and Bullying. The first item that he added was "a notice of non-discrimination." He also added his contact information as the Title IX Director. He left the contact information blank related to the ADA/504 coordinator. He included additional wording related to cyberbullying/cyberharassment. He tweaked the definition of sexual harassment to include "unwelcomed conduct of a sexual nature." Mr. Lewis also added a few definitions, which included dating violence and stalking. He also highlighted "grooming behaviors." Mr. Lewis added a definition for retaliation. He added a "good faith clause" in regards to reporting a claim. For the policy related to procedures, he changed his title to reflect his position – Title IX Director. Mr. Lewis elaborated on Title IX to include sexual misconduct and gender-based discrimination. He shared that the drafts looked really good. There was a discussion about how interim measures/safety plans are determined and adding the information to the policy.

Mr. Lewis noted that the website, handouts, forms, etc. could also help to communicate the Title IX process in addition to the Title IX policies.

There was a discussion about individuals knowing who they can report to at the school and district-level. Dr. Markley shared that the district would be rolling out a new reporting system, Ethix360, in the very near future. Dr. Markley shared that the goal was for students/employees to feel that they can report to any employee, and they would know the next steps of reporting to school/district

officials. Mr. Lewis noted that training will help to get the message out on reporting.

Mr. Lewis moved to subcommittee reports. Jayne Emma shared that leader in human tracking prevention has offered the curriculum/training to the district. She will be learning more information about the training. It is a 7th grade and high school program that includes an online safety component. Ms. Emma invited everyone to a district professional development training on Human Trafficking, which will be held on November 1st 10:30 AM – 12 PM at Roland-Grise. It will be a good opportunity to learn what human trafficking is and is not.

There were no other updates. Mr. Beaulieu thanked everyone for the participation.

Dr. Markley shared November 18th, 3:30 PM, as the next meeting date. Mr. Bullard shared that he would further look at the policy regarding the Opt In/Out, and he would update Mr. Beaulieu.

Dr. Markley thanked everyone for their time. Dr. White shared that she had a colleague at UNC-Chapel that would be interested in working with the group. Dr. Markley recommended for Dr. White to share the contact information with Mrs. Jackson.

The meeting adjourned at 4:45 PM.

NEXT MEETING

NOVEMBER 18, 2019

3:30 PM

Board of Education Center