

**HOLMDEL TOWNSHIP BOARD OF EDUCATION**  
**AD HOC CULTURE COMMITTEE MEETING NOTES**  
**FEBRUARY 19, 2019 AT 8:30 PM**

**Board Members Present:** J. Collins, Chair | E. Briamonte | E. Urbanski  
**Administrators Present:** R. McGarry, Superintendent  
**Meeting Location:** Village School - Conference Room

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The following are the notes from the February 19, 2020 meeting of the Ad Hoc Culture Committee:

The committee convened and discussed the following:

1. The Administration has created a Google Form which will be completed by HIB Specialists for every HIB claim and this form will generate a report for the board. The form was reviewed by the Committee and suggestions were made to said document for incorporation by the Administration. The generated report will be tremendously helpful for board members when deciding whether or not to accept, reject or modify HIB decisions.
2. In the past year, the data indicates that the greatest number of HIB cases are based on the following, in order: race, nationality, gender, then sexual orientation.
3. The statutorily mandated role of the School Safety Committee to identify and address patterns of harassment, intimidation, or bullying in the school, review and strengthen school climate and the policies of the school, and educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation.
4. The importance of making credibility determinations and assessments regarding the mental state of victims, especially when there is a lack of witness corroboration. The committee is concerned that students may be unwilling to tell the truth for fear of being seen as "snitches".
5. The importance of getting in school support for a child who has been targeted.
6. The issue of bias surrounding HIB claims and old fashioned beliefs that are not evidenced based.
7. The school attorney will provide training to board members in making a determination on HIB claims at a time to be determined.

The next committee meeting date has not yet been decided.