

AGENDA

CITY OF OXFORD CIVIL RIGHTS COMMISSION

**THURSDAY, APRIL 11, 2019
4:00 P.M.**

MUNICIPAL BUILDING SECOND FLOOR CONFERENCE ROOM

MEMBERS

Dan Umbstead
Brian Revalee
Ian Vanness

Kathy McMahon-Klosterman
Erin Von Bergen

STAFF

Doug Elliott, City Manager

Kim Newton, Recording Secretary

1. Call to Order.
2. Approval of Minutes.
 - A. Minutes of the December 13, 2018 Civil Rights Commission Regular Meeting.
3. New Business.
 - A. Guest Police Officer Matt Wagers, School Resource Officer.
4. Old Business.
5. Other Business.
6. Adjournment.

OXFORD CIVIL RIGHTS COMMISSION
December 13, 2018

ITEM 1
CALL TO ORDER

The Oxford Civil Rights Commission Meeting of December 13, 2018 was called to order at 4:00 p.m. by Doug Elliott, Director. Those members present were: Brian Revalee, Kathy McMahon-Klosterman, Ian Vanness and Erin Von Bergen.

Dan Umbstead was excused.

Kim Newton, Recording Secretary was in attendance for the City.

Guests: Amy Macechko, Health and Wellness Coordinator for the Talawanda School District; Dennis Malone, Human Resources Director for the Talawanda School District; and Mike Malone, Talawanda Middle School Principal.

ITEM 2
APPROVAL OF MINUTES

Minutes of the November 8, 2018 Civil Rights Commission Meeting.

Ms. McMahon-Klosterman moved to approve the November 8, 2018 meeting minutes. Ms. Von Bergen seconded. The motion passed unanimously.

ITEM 3
NEW BUSINESS

- A. Guest Amy Macechko, Health and Wellness Coordinator for the Talawanda School District. Dennis Malone, Human Resources Director for the Talawanda School District; and Mike Malone, Talawanda Middle School Principal.

Mr. Elliott thanked the group for attending the meeting to discuss how they handle bullying and harassment in the Talawanda School District. Mr. Elliott also provided background information on a recent complaint regarding a middle school student who was allegedly being bullied at school and on the bus.

Mr. Mike Malone advised there are two separate issues; bullying and harassment noting it is difficult for people to recognize the difference between the two. Mr. Malone expressed his opinion that he sees bullying as one student being repeatedly picked on multiple times by someone else and advised what he sees more often is a one-on-one harassment type of situation. Mr. Malone advised what they typically do in both cases is start with an investigation and meet with the parents and teachers to make them aware of the situation and to let the teachers and other adults in the school know to keep an eye on the student and report any findings of harassment or bullying. Mr. Malone noted if the harassment or

bullying continues they will meet with both set of parents and try to get it stopped that way and noted lower level offenses they use 'peer mediation' where students are trained to come up with ways to work with each other and noted that method often works. Mr. Malone also noted there is a 'stop conference' that is similar to the 'peer mediation' but involves adults instead of students that will meet with the student and tell them to stop or there will be consequences, which also gets relayed to the parents. Mr. Malone advised if it gets to the point where there are multiple incidents after they have told them to stop then discipline comes into play which could involve a variety of things and noted every situation is different and is taken care of on a case-by-case basis.

Mr. Dennis Malone advised at the district level there is written policy regarding bullying and harassment and noted it is available on their website. Mr. Malone also advised there is something called 'Public School Works' where students and parents are aware if they have a complaint they can file it and it will go to the Superintendent, the HR Director and the building principal so they can investigate. Mr. Malone noted it is difficult when the student doesn't tell you early on what is going on noting in many cases they find out there has been a problem at school where two kids get in a fight and then say they are being bullied. Mr. Malone expressed he wished they would have known about it before it happened because now there are two issues they have to deal with. Mr. Malone noted it is important to communicate that they care and to try to keep it at a minimum level to get to the cause of the problem and advised social workers and counselors will also get involved.

Mr. Mike Malone noted social media bullying is the most prominent and hard to deal with and advised parents need to pay more attention to their child's social media accounts. General discussion ensued.

Ms. Macechko advised across the district the focus is very much on building developmental assets which research has shown the more assets the young person has the less likely they are to engage in the bullying behavior. Ms. Macechko advised it is all about relationships which has been a big emphasis at the Middle School this year noting if they make sure the young people have relationships with caring adults in the building then they might be more likely to talk about what they see going on around them with another adult or parent. Ms. Macechko advised every school is required by law to have a "Positive Behavioral Intervention Support Framework" noting it looks a little different in each of the schools, but it is getting the common language for what are the expectations and focusing on recognizing the positives. Ms. Macechko advised that Marshall and Bogan Elementary are currently engaged in the 'PAX Good Behavior' game, which is an evidence based strategy that is supported through grant dollars from the Mental Health and Addiction Services Department because it has such strong data related to reduction in substance abuse and mental health concerns later in life. Ms. Macechko noted the "game" teaches kids the power of self-regulation, such as knowing when to press the "go" and "stop" pedal in your life and learn how to co-regulate with your peers, which is a skill involved in mental health and drug use, but it also helps end bullying type behaviors. Ms. Macechko also advised the district has a 'Parent Program' which is a 10 week curriculum to empower parents who feel like they have lost control. General discussion ensued.

Ms. Von Bergen inquired if the Commission received another complaint regarding bullying in the Talawanda School District who they should be referred to. Mr. Dennis Malone advised referring them to the building school principal.

ITEM 4
OLD BUSINESS

A. None.

ITEM 5
OTHER BUSINESS

Mr. Elliott advised the complaint form had been updated on the City's website.

ADJOURN

Mr. Revalee moved and Ms. Von Bergen seconded to adjourn at 4:45 p.m. The motion passed unanimously.