

## I. SPECIAL BOARD MEETING

10:00 A.M.

### 1. Call to Order

Chair Jessica Norouzi called the meeting to order at 10:04 A.M. and noted a quorum.

### 2. Public Comments

There were no public comments.

### 3. Action Items

#### A. Title IX Changes

Vice Presidents Jessica Gilmore English and Lesley Hogan, Dean of Student Success Anthony Covington, and Executive Assistant Matt Wurz walked the Board through the federally mandated update to Title IX. The new 2024 Title IX rules impact the Student Conduct Code and include: (1) lowering the burden to the complainant to provide testimony and appeal unfavorable decisions; (2) streamlining the appeals process; (3) bettering preparation to the Student Conduct Committee; and (4) extending appeals deadlines for the respondent and complainant. VP Hogan discussed the outline of a Title IX case. Human Resources is the Title IX Office. VP Gilmore English is the Deputy Title IX Coordinator. The Student Conduct Committee is appointed annually by the president or her delegate and chaired by a faculty member or administrator, two full-time students appointed by ASG, and two faculty members.

The previous appeals process included a brief adjudicative proceeding (BAP) by the Conduct Review Officer. Appeals are now heard by the Student Conduct Committee and not a BAP. Students can be summarily suspended, and the Student Conduct Committee has 10 instructional days to convene with the Chair, at least one student, and at least one faculty member present. Once a finding has been issued, all parties have 21 calendar days to appeal. In the event of an appeal, the sanction, if issued, will stand until the end of the appeals process. The 2024 changes also have increased privacy to parties. Changes also include not drawing inferences from refusal to respond, options for parties to be heard in separate locations, and the Chair is the only person capable of cross-examinations.

Regarding training, all Committee members must receive training when cases involve sex discrimination and the Chair receives extra training on relevance of questions and evidence. Jurisdiction now includes any college program or activity related to the college as well as discrimination based on pregnancy and gender identity. Other changes include a new Denial of Access procedure for disciplinary procedures.

Trustee Takamura stated that she is glad to see these changes go into effect. The 2024 changes are a relief because they heighten protections again. Trustee Takamura asked about protections for students moving forward. President Yoshiko Harden stated that the state is anticipating lawsuits should protections rollback. Dean Covington noted that federally mandated changes take time to roll out. VP Hogan underlined the importance of the Strategic Equity Plan

*Trustee Takamura moved that the Renton Technical College Board of Trustees approve the changes, as presented in the Board materials, to the Student Conduct Code and Hearing Procedures in Chapter 495E-110 WAC, and that these rules shall become effective on November 30, 2024, because these rule changes are necessary to comply with federal Title IX law and related federal regulations. Trustee Zappone seconded. The motion carried.*

B. Memorandum of Understanding – RFT Retirement Notice Incentive

VP Hogan briefed the group on the RFT Memorandum of Understanding (MOU). This is not a retirement incentive under the RFT CBA, as this enhances the incentive for one year only. The RFT CBA requires notification by January 1 for a \$3,000 incentive for announcing retirement in the same academic year. This MOU increases that amount to \$10,000 for one year only.

*After considering the recommendation presented to the Board, Trustee Takamura moved to approve the Memorandum of Understanding with the Renton Federation of Teachers regarding the Early Retirement Notification Incentive for this current academic year. Trustee Entenman seconded. The motion carried.*

4. Meetings

A. Regular Board Meeting – December 11, 2024 at 3:00 P.M.

The regular Board meeting is scheduled for December 11, 2024 at 3:00 P.M.

5. Adjournment

There being no further business, Trustee Entenman motioned to adjourn the Board of Trustees meeting at 10:55 A.M. Trustee Takamura seconded, and the motion carried.

JESSICA NOROUZI, Board Chair  
Board of Trustees



YOSHIKO HARDEN, President  
Renton Technical College

