



Special Board Meeting of the Board of Education

Wednesday, May 6, 2026 12:00 PM

This meeting took place virtually.

Board members present: Lilia Caballero, Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

A video recording of the Board meeting can be found on the district website at [this link](#).

1. Call to Order / Roll Call

Chair Kendell Ferguson called the meeting to order and confirmed a quorum through roll call.

2. Board Action Item

2.a. Superintendent Contract Approval

Chair Ferguson recapped the superintendent search process, which began in September, included interviews in February, and concluded with the appointment of Superintendent Jeanne Grazioli in early March. Since then, Board leadership, legal counsel, Grazioli, and her consultant have worked collaboratively to finalize a mutually agreed-upon contract. Although the contract has been complete for several weeks, the Board had not yet convened with all seven members present.

Chair Ferguson went on to share that to avoid delaying action until the May 21 regular meeting and to ensure timely completion of the process initiated last September, the Board scheduled this special meeting to allow full participation and formally conclude the hiring process. She thanked Grazioli for her patience and opened the floor for a motion to approve the contract.

A motion was presented by Caballero and seconded by LaNier McHenry to approve the Superintendent Contract.

Discussion: Board Directors discussed the superintendent compensation package and the need to clearly communicate how the salary was determined. Directors noted the proposal was based on statewide compensation data, comparisons with similarly sized districts, and information provided by the Board's legal representative and Grazioli's consultant.

The consultant explained that superintendent compensation is typically tied to district size and stated that the proposed salary places Superintendent Grazioli near the lower end of comparable Oregon districts, despite Medford being one of the state's largest districts.

Several Board Directors expressed strong support for Superintendent Grazioli, emphasizing the demands of leading a large district and stating the compensation was fair and necessary to attract and retain strong leadership. Other Directors acknowledged their support while also expressing concern about public perception, budget challenges, declining enrollment, potential school closures, and the Board's responsibility to be good stewards of taxpayer resources.

Board Directors concluded by reaffirming their confidence in Superintendent Grazioli's leadership and emphasizing the importance of accountability, transparency, and continued progress for the district and community.

**Roll call vote: Johnsen: Yea, Caballero: Yea, LaNier McHenry: Yea, Spicer: Yea, Williams: Nay, Zbikowski: Yea, Ferguson: Yea
Result: Motion passed: (Yea: 6, Nay: 1)**

3. Adjournment

The meeting was adjourned at 12:21 PM.