

NOTICE: The meeting will be open to the public via live broadcast on KRVM 1280-AM, via the internet at www.4j.lane.edu/stream or via Zoom Webinar at <https://zoom.us/j/96142344890?pwd=bFlybTJlMnNST2RzUnNhQ0c1Zm5tZz09>

5:30 PM

5:30 p.m. Executive Session (non public) 6:00 p.m. Special Board Meeting

- I. **5:30 p.m. Executive Session:** The board will convene in executive session to conduct deliberations with persons designated by the governing body to negotiate real property transactions," pursuant to ORS 192.660 (2)(e)

All matters discussed during this executive session are confidential and shall not be disclosed by any representative of the news media without authorization by the school board.
- II. **6:00 p.m. Special Board Meeting:**
- III. Agenda Review
- IV. Consent Group - Items for Action
 1. Approve Agreement with EEA to Increase Compensation for Staff in Summer School Programs 3
Presenter: Karen Hardin, Director of Human Resources
 2. Approve Agreement with OSEA to Increase Compensation for Staff in Summer School Programs 5
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Presenter: Karen Hardin, Director of Human Resources
 4. Approve Meeting Minutes for the following Board Meetings: May 5, 2021 and May 19, 2021 9
Presenter: Cydney Vandercar, Superintendent
- V. Items for Action
 1. Approve Initiation of Land Use Decision Process 24
Presenter(s): Christine Nesbit, General Counsel and Kerry Delf, Chief of Staff
- VI. Items for Action at a Future Meeting
 1. Meeting Dates:
~~August 2020: August 5, 19 (Complete)~~
~~September 2020: September 2, 10, 16, 21, 23 (Complete)~~
~~October 2020: October 7, October 14 & October 21 (Complete)~~
~~November 2020: November 4 & November 18 (Complete)~~
~~December 2020: December 2 & December 16 (Complete)~~
~~January 2021: January 13, 2021 & January 27, 2021 (Complete)~~
~~February 2021: February 3 & February 17 (Complete)~~
~~March 2021: Wednesday, March 3, March 17 & March 31 (Complete)~~
~~April 2021: April 16 & April 21 (Complete)~~
~~May 2021: May 5 & May 19 (Complete)~~
June 2021: ~~Wednesday, June 2, Wednesday, June 16, and June 23 Special Meeting~~
July 2021: Thursday, July 1 at 12:00 p.m. "Oath of Office"
- VII. Adjourn

THIS MEETING WILL BE BROADCAST OVER KRVM-AM (1280)

INTERPRETERS FOR THE DEAF AND HARD OF HEARING:

To request interpreter services for this meeting, please call (541) 790-7850 or TDD (541) 790-7712 or the

TDD Relay Number 1 (800) 735-2900



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

June 23, 2021

Title

Approve Memorandum of Agreement with EEA – Compensation for Staff in Summer School Programs

Presenter

Karen Hardin – Director of Human Resources

Background

Every year the school district provides summer school programs to support student academics and enrichment and in 2021, the district seeks to expand its summer programs for students. Recruitment of current employees, both licensed and classified, to support 4J summer programs for 2021 is essential. However, the coronavirus pandemic of the 2020-21 school year has been taxing for staff and has had a negative effect on the district's ability to recruit and adequately staff most summer school programs within the district. Currently, the district has not been able to find adequate staff to support most of our scheduled programs, including our Extended School Year program, which supports students who have summer learning in their Individualized Education Plan.

This district reached out to the Eugene Education Association, representing licensed employees, and has reached tentative agreement on a proposed Memorandum of Agreement. The proposed agreement provides:

- Compensation would be modified for summer enrichment programs operating between June 21 and August 24, 2021.
- The proposed modified compensation would apply to all bargaining unit members who are employed by the district in 2021 in a district summer enrichment program.
- Bargaining unit members in such programs will be compensated at 1.5 times their per diem rate.

EEA ratified the agreement on Monday, June 14, 2021.

Budget/Resource Implications:

The proposed Memorandum of Agreement (MOA), in combination with the proposed MOA between the district and EEA, and will not exceed funding available by identified grant funds.

Recommendation

The Superintendent recommends approval of the proposed Memorandum of Agreement with EEA.



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

June 23, 2021

Title

Approve Memorandum of Agreement with OSEA – Compensation for Staff in Summer School Programs

Presenter

Karen Hardin – Director of Human Resources

Background

Every year the school district provides summer school programs to support student academics and enrichment and in 2021, the district seeks to expand its summer programs for students. Recruitment of current employees, both licensed and classified, to support 4J summer programs for 2021 is essential. However, the coronavirus pandemic of the 2020-21 school year has been taxing for staff and has had a negative effect on the district's ability to recruit and adequately staff most summer school programs within the district. Currently, the district has not been able to find adequate staff to support most of our scheduled programs, including our Extended School Year program, which supports students who have summer learning in their Individualized Education Plan.

This district reached out to the Oregon School Employees Association, representing classified employees, and has reached tentative agreement on a proposed memorandum of agreement. The proposed agreement includes:

- Compensation would be modified for summer enrichment programs operating between June 21 and August 24, 2021.
- The proposed modified compensation would apply to all bargaining unit members who are employed by the district in 2021 in a district summer enrichment program.
- Bargaining unit members in such programs will be compensated at 1.5 times the regular hourly rate applicable to the summer school position.

OSEA is taking a ratification vote on Friday, June 18, 2021.

Budget/Resource Implications:

The proposed Memorandum of Agreement (MOA), in combination with the proposed MOA between the district and EEA, and will not exceed funding available by identified grant funds.

Recommendation

The Superintendent recommends approval of the proposed Memorandum of Agreement with OSEA, contingent upon ratification by OSEA members.

MEMORANDUM OF AGREEMENT

BETWEEN

OREGON SCHOOL EMPLOYEES ASSOCIATION, CHAPTER ONE

AND

EUGENE SCHOOL DISTRICT 4J

This Memorandum of Agreement (“MOA” or “Agreement”) is entered into between the Eugene School District 4J (“District”) and Oregon School Employees Association, Chapter One (“OSEA” or “Association”) for the purpose of modifying compensation for members of the bargaining unit who accept a position in and are employed by the district in a district summer enrichment program.

- PURPOSE.** The District and the Association acknowledge their mutual interest in supporting strong summer school programs for students and in responsibly using one-time grant dollars provided to schools for pandemic relief and summer enrichment programs. Recruitment of members to support consistent and appropriate academic summer programs for 2021 is essential. The coronavirus pandemic of the 2020-21 school year has been taxing for staff and has had a negative effect on the district’s ability to recruit and adequately staff most summer school programs within the district. In response to the effects of the pandemic and recruitment challenges, OSEA and the District consider a change in compensation for staff within the 2021 summer programs to be a temporary yet viable solution.
- TERM.** This MOA takes effect upon ratification and expires on August 24, 2021, provided however, in the event of an alleged breach of this Agreement by the District, the Association retains the right to file a grievance through September 30, 2021.
- IDENTIFIED PROGRAMS.** This MOA will apply to unit members who are employed by the district in 2021 district summer enrichment programs.
- COMPENSATION.** Members working in such a program will be compensated at 1.5 times the regular hourly rate applicable to that position assignment.

FOR EUGENE SCHOOL DISTRICT 4J

FOR OSEA, CHAPTER ONE

Mary Walston Date
Chair, Board of Directors

Sheila Waggoner 6/21/21

Sheila Waggoner Date
OSEA President

Cydney Vandercar Date
Superintendent

[Signature] 6-21-21

Steve Sears Date
Field Representative



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

June 23, 2021

Title

Authorize Increase in Compensation for Administrative Staff in Summer School Programs

Presenter

Karen Hardin – Director of Human Resources

Background

Every year the school district provides summer school programs to support student academics and enrichment and in 2021, the district seeks to expand its summer programs for students. The recruitment of current employees, both licensed and classified, to support 4J summer programs for 2021 is essential as well as having appropriate supervision for staff on site. However, the coronavirus pandemic of the 2020-21 school year has been taxing for all staff and has had a negative effect on the district's ability to recruit and adequately staff most summer school programs within the district. Currently, the district is working to secure appropriately licensed staff to administer these programs.

Each year, the school district offers leadership opportunities to licensed teachers who possess an administrative license through TSPC, external administrators, and current 4J licensed administrators. This summer the district has hired four (4) administrators to oversee the increased program opportunities and is evaluating the need for a fifth. To support the staff foregoing their off-contract days, the district is seeking authorization to increase compensation for the staff serving in these roles. The district's proposal includes:

- Compensation would be modified for summer enrichment programs operating between June 21 and August 24, 2021.
- The proposed modified compensation would apply to administrators who are employed by the district in 2021 in a district summer enrichment program, working on-site during their non-contract days.
- Administrators serving in this capacity will be compensated at 1.5 times their regular weekly rate.

Budget/Resource Implications:

The proposed request for funds, in combination with the proposed MOA between the district and EEA, as well as the proposed MOA between the district and OSEA, will not exceed funding available by identified grant funds.

Recommendation

The Superintendent recommends authorization to increase compensation for up to five (5) summer enrichment on-site administrators.

**MINUTES OF THE 4J BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON**

May 5, 2021

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 5:30 p.m., a regular session at 7:00 p.m. Notice of the meeting was mailed to the media and posted in the Education Center on April 30, 2021, and published in The Register-Guard on May 5, 2021.

NOTICE: In light of current public health concerns related to coronavirus COVID-19, the meeting of the Eugene School District Board of Directors was open to the public virtually via Zoom Meeting. Pursuant to ORS 192.670, the meeting was open to the public via live radio broadcast on KRVM 1280-AM and via the Internet at www.4j.lane.edu/

ROLL CALL

BOARD MEMBERS:

Mary Walston, Chair
Judy Newman, Vice Chair
Alicia Hays - Absent
Martina Shabram
Jim Torrey
Gordon Lafer
Anne Marie Levis

STAFF:

Cydney Vandercar, Superintendent
Charis McGaughy, Assistant Superintendent for Instruction
Kerry Delf, Chief of Staff
Brooke Wagner, Director of K-8 Education
Jeff Johnson, Director of K-8 Education
Andy Dey, Director of Secondary Education
Christine Nesbit, General Counsel
Steve Menachemson, Direction of Technology
Kyle Tucker, Chief Operations Office
Oscar Loureiro, Director of Research and Planning
Karen Hardin, Director of Human Resources
Andrea Betz, Director of Finance
Holly Langan, Director of Nutrition Services
Misael Flores Gutierrez, Equity, Instruction, and Partnerships Administrator
Eric Anderson, Director of Curriculum
Lisa Fjordbeck, Executive Assistant/Board Secretary

STUDENT ADVISORY PANEL MEMBERS:

Joel Sadofsky, IHS
Paige Dunnivant, North Eugene High School
Noa Ablow Measelle, South Eugene High School
Mazie McNamara, Sheldon High School

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, EEA
Imelda Cortez, EEA

MEDIA: KRVM

OTHER: Dana Fleming, Director Eugene Education Foundation

I. EXECUTIVE SESSION

1. The Board met in executive session to evaluate the employment related performance of the chief executive officer, pursuant to ORS 192.660 (2)(i).

II. CALL REGULAR BOARD MEETING TO ORDER

Chair Walston called the regular Board meeting together at 7:09 p.m.

III. ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Walston called out roll, led everyone in the Pledge of Allegiance, and read out the land acknowledgement.

IV. AGENDA REVIEW

None.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Vandercar reported there would be a lot going on in the coming weeks: graduation, athletics, vaccines, and with the FDA considering approval of juveniles for vaccines the school district would be closer to normal. She added it would be exciting to move forward with school design and construction on the three new schools being built, funded by the 2018 school bond measure.

Work at North Eugene and Edison is underway and the design process has begun for the new Camas Ridge Elementary school. Design of each of the three new schools would follow the same process that was established to provide equity and consistency between school buildings across sufficient design process with opportunities for community updates and feedback.

Two Open Houses have been scheduled with the first taking place on May 26th for Camas Ridge to give an opportunity to see and weigh in on the preliminary design of the school building.

The Board would get a design preview at the next meeting on May 19th. This would be an Item for Information and not a decision point. The Board does not approve building design. The Board would also get an update on summer facilities projects in June.

In addition, the District would be seeking community input regarding the distribution of the ESSER Fund which would be accessible to the district.

Finally, this is Teacher Appreciation Week and Superintendent Vandercar expressed her appreciation and support to all teachers for all they do.

VI. COMMENTS BY BOARD CHAIR

Chair Walston indicated she wished to take this time to apologize if her comments, at the last Board meeting came across as a lack of support for the work that Unions do. She added that she made a mistake in wordage and apologized, profusely, asking that the community would not judge her based on that comment as it does not represent who she is or what she does, instead judge her on the sincerity of her apology.

VII. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Joel Sadofsky, IHS, shared that he finds himself strongly conflicted, regarding HB 2001, as many of the people he admires are voicing support for it; he believes that the bill is the wrong way to address the disparity. In respect to the building of the Camas Ridge facility there had been much discussion about the large size of the parking lot, displacing the walking paths, some mature trees or the existing Ridge of Camas. He would hope that planners in the future would consult with public transportation. He is very hopeful about the upcoming open house.

Paige Dunnavant, North Eugene High School, shared that ASB is currently in the works of planning a goodbye assembly for seniors. For Teacher Appreciation week she reported they posted baby photos of teachers on Instagram for students to identify.

Noa Ablow Measelle, South Eugene High School, reported that currently it is Green Week at South and they would be promoting sustainable practices around school as well as having a raffle; in order to participate in the raffle students need to participate in a sustainable activity and submit a photo. In addition, they would be working on safe intramural activities opportunities for students. A virtual senior map is in the works which would document what students are planning to do following graduation. AP testing has just started. Finally, seniors have indicated that they would prefer any type of live graduation to a virtual event.

Mazie McNamara, Sheldon High School, commented that they would be wrapping up a great sports season. She added that ASB made cards for teachers for Teacher Appreciation Week.

VIII. ITEMS RAISED BY THE AUDIENCE

Larry Lewin, retired 4J teacher, wished to announce the passing of Don DeWitt, a prior teacher and his mentor. Mr. DeWitt worked for 4J from 1968-1998.

Trish Richter, teacher at Kennedy Middle School and a teacher of color, who stated there were comments made at the previous Board meeting that caused her alarm and awareness in spite of an expressed apology. She added that the teachers' union is to nurture and strengthen teachers.

Rebecca Gourgey, Special Educator in 4J District, indicated that she felt compelled to comment on the remarks made by the Board Chair, at the previous Board meeting. She added that the teachers in the district are the union and when the Chair's actions mirror her words, of earlier in the meeting, her apology will be accepted.

Jennifer Hehnke, teacher, confirmed that she would be looking forward to a new normal and hoped that the new normal would be a collaboration and change.

Kyle Yamada, High School teacher, stated that during the last Board meeting the Chair compared the teachers' union to a police union. He added that it is the teachers' union that made him feel he had a voice and the Board should be supporting the union. Mr. Yamada felt that the Chair's comments also exploited the suffering of BIPOC communities. While Mr. Yamada accepted the Chair's apology he questioned why she would make such comments in

the first place. Additionally he stated he felt HB 2001, which is making its way through the system would undermine people of color. Mr. Yamada commented that he felt there is not enough communication between the Board and teachers and would like to see them reach out to each other.

Marion Malcolm reported that she has been sitting in on the Equity Committee meetings for months and has been disappointed in the attendance, especially among minorities. She added that there is no membership information on the district website and she felt it was time to reconstitute the committee. She stated that the Equity Committee needs to be totally reconstituted.

Getanjali Ommen, student at Churchill High School, started by pointing out that slavery is referred to in the past tense but countless people of color are still being killed and whites are still picking curriculum for students of color. Her intent was to question the censorship of Kendrick Lamar from an English curriculum.

Roscoe Caron, a retired 4J middle school teacher, stated that 25 years ago a program was discussed for 4J to provide a system (currently effective in the Portland school districts) that would provide support for more teachers of color. The proposal for such a program was ignored.

IX. COMMENTS BY EMPLOYEE GROUPS

Sabrina Gordon, President, Eugene Education Association (EEA) joined by EEA Vice-President Imelda Cortez, opened with a comment that EEA provided a chance for teachers to be seen and heard, something that many times is not felt in this District. She added that they are tired of being marginalized, dismissed and being labeled as too loud. If 4J is truly committed to retaining teachers of color then this would be shown through concrete action, not just words. Another concern from the comments was the false distinction between the union and its members. The union is the members. The educators of color in 4J are the union. EEA speaks on behalf of educators that are the union.

Imelda affirmed that an apology was the first step but it would not solve the problem or erase the impact. The Board has the power to work with EEA to create conditions that support educators and students; together we would expand the scope of the All Students Belong work to include staff. Let us provide school schedules that provide time for collaboration and professional development, let us support restorative systems that would support staff of color.

X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Mr. Torrey reported that yesterday he attended the BEST meeting; he encouraged members of the board to join him in attendance. He relayed that BEST is a result of the Thurston shooting, 20 years ago, and provides afterschool activities. Last night he also attended the ESD budget committee where he gained a lot of confidence in the committee's work. Mr. Torrey encouraged the Board to reach out to teachers; they are a wealth of information.

Ms. Shabram mentioned that not only is it Teacher Appreciation Week but May is Asian Pacific American Heritage (APA) month and Mental Health Awareness month and she wanted to draw attention to the part that schools play in mental health for students and the full community. She added that it would be important to note how much the staff needs mental health support. Now is the moment for the Board to answer the calls for mental health support. She advocated for a goal of next year for authentic and collaborative engagement.

Ms. Newman thanked the teachers for their creative, hard work. She also complimented previous speakers on their clear mention and the need to collaborate. In addition, she thanked those parents who speak up for their children. She gave a brief report on the All Students Belong work, she stated the consultants from See Change have been reviewing existing data, policies, and focus groups, related to safety in our schools. New focus groups are being added and they would provide the Board with some recommendations on how to step up a community group to work on this. Just a reminder that this would be Phase I in a multi-year process.

Mr. Lafer stated that they received what he perceived as an extraordinary letter from teachers at Kelly Middle School that stated their most important request was to replace the things that had been taken away during COVID-19. He believes the Board made a big mistake by not putting in portables during Kelly during the transition but the Board has the unique task of being able to have a do over. With a community meeting scheduled for May 26th he stated he wanted to know what parts can be changed and not give the impression that it would be too late to do anything; we are just available to hear what you have to say. He added that he would not want to move forward with Camas Ridge without community input, not as a political issue but just to make smart decisions. Also, he indicated he does not want to go forth with Camas Ridge until an agreement is reached that guarantees the contractors working on this job, and their families, would all be offered health insurance coverage, year-round. Additionally, it would be critical that we work together for the communities when we have the opportunity and resources. Lastly, he was disappointed to hear that in some schools instructional time is going to be taken away in order to administer standardized testing; this was discussed at the last Board meeting.

Ms. Levis started by thanking all the speakers of the evening that came to share their concerns, their advocacy, their thoughtful comments and their excellent questions to us. She stated she would like to commend Ms. Ommen on her comments about Kendrick Lamar; they were thoughtful arguments and points about why that would be so important to education today. Also, thank you to Ms. Malcom for her questions about the Equity Committee and how we got here; specifically comments about how people can apply, etc. Lastly, she thanked the teachers and the OEA for their comments which made an impact on many. She reported she attended an Equity Committee meeting where they had SeeChange come meet with them and receive feedback. She also attended the EEF meeting in preparation for the event and the Budget Committee for which she is thankful.

Chair Walston appreciated what Ms. Levis said about the staff and she agreed whole-heartedly. She announced that the Budget Committee will meet on May 10th in a public meeting to make their recommendation to the Board so she encouraged people to listen in on that. She reported that Leadership and the Superintendents met with the mayor and discussed climate change and how important that is. She also reported that the Safe Routes to School representative, Sarah Mazze, had been working with Peter DeFazio's office and had been successful in the first step to getting \$1.5 million to complete a bridge over Beltline so that the students in North Eugene, Santa Clara area, do not have to go through that intersection. They also discussed, at that meeting, what it would take to get portables at Kelly and she understood that the Superintendent would be talking to the staff about that; however, it might require a traffic study and therefore it would not happen overnight. Superintendent Vandercar interjected that two to three weeks ago she reached out to those who had started the procedure to get the permits with the City of Eugene, and it could be Lane County, who would look at this and see what is needed (i.e. sidewalk, stoplight, crosswalk), and they should find out soon.

XI. CONSENT GROUP – ITEMS FOR ACTION
1. Approve Purchase of Replacement Document Cameras

2. Approve Meeting Minutes for March 3, 2021

MOTION: Ms. Newman moved to approve the consent group, Ms. Levis second.

VOTE: The motion passed – 6:0

XII. ITEMS FOR INFORMATION

1. Update for Eugene Education Foundation

Dana Fleming, Director of Eugene Education Foundation (EEF) provided a slide presentation highlighting the three priorities for the upcoming year: Equity, Access and Engagement. She stressed that the foundation was able to continue throughout the COVID-19 largely due to an annual fund raiser that was held just prior to the COVID-19 lockdown. Additionally she encouraged anyone to access their website to submit grant requests and reiterated how thankful the foundation is for ongoing contributions.

Ms. Newman reported that she had the chance to attend a youth forum where there was concern about some communities having the ability to raise more money than others which gave her the opportunity to talk about EEF and thanked Ms. Fleming for what she did and the smoothing of inequities.

Mr. Lafer questioned Ms. Fleming as to whether they have any small grant needs that did not fit the criteria but could be handled with small amounts of resources. Ms. Fleming thanked him for bringing that up in the past and affirmed there are still some things left to be funded.

2. Update on COVID-19 School Operations and Planning

Superintendent Vandercar introduced Joyce Smith-Johnson, Health Services Administration, who announced they had completed their first vaccine clinic administering 18 vaccines to ECCO students on April 22nd; it was a success and they would be working on the second dose. In addition they would be getting ready to move on to their first really large clinic and are working in partnership with Cascade Health for that one on May 12th, with 270 doses available for students sixteen and up. She stated that the FDA is considering adding the twelve and up at any moment and should that happen by May 12th they would be able to fill any unused spots with fifteen and up, going with the age of medical consent. She added that they would open their first twelve and up clinic on May 17th, 4:00 p.m. to 6:00 p.m. They have received comments and know that they need to add capacity and are working with Cascade Health to make that happen. She acknowledged that they have a second partner, Lane County Public Health, to offer a vaccine clinic at Churchill, Saturday. They continue to offer more clinics adding smaller clinics around the area.

Ms. Newman asked how parents are notified when there is an open appointment. Ms. Smith-Johnson answered that parents are notified in numerous ways: direct text, links on 4J, newsletter, etc. Ms. Delf added that there are links available through Lane County and Google as well as walk-in services and texts go out in English and Spanish.

Ms. Shabram questioned sign-up protocol to which Ms. Smith-Johnson responded that it would differ depending on which health partner is involved.

Ms. Smith-Johnson went on to report regarding meals in classrooms; she had visited all schools and meal options vary from school to school. While the ideal option is outdoor eating it is not always possible due to weather and alternatives sometimes need to be creative. She stressed that no eating takes place outside of the mealtimes and protocols are tight with washing and sanitizing occurring before and after meals.

Mr. Dey reported that it would be the last week of athletic competition and they continue working on graduation possibilities. He indicated that there would definitely be some form of in-person graduation event, as well as a virtual event, however, due to the ever changing COVID-19 risk levels it would be difficult to determine what size groups can meet until the risk level for those dates has been finalized. They plan to have the answer by the middle of May.

Ms. Levis asked if there was any clarity should the county be in high risk at mid-May regarding numbers of people and what could be done. Mr. Dey responded that even at a high risk it does not preclude them from doing something; the variable is the number of people that can gather in one place.

Mr. Torrey questioned if the Board can supersede the regulations they received from the Governor's office and through the ODE and asked that it be clarified as to what can and cannot be done, especially this late in the school year.

Superintendent Vandercar responded that the last directive that was received from the ODE was not a directive, it was a here is what you could do or suggestions and moved away from a complete directive like they started off the year. However, she stated they had agreements with EEA and OSEA when school started so teachers were placed and to try to go back to something, for instance bus drivers, would be difficult without more room to move students. So, if they would go back they would not have everything that is needed to protect students. COVID-19 spread is currently happening outside of schools.

Ms. Nesbit stated it is not realistic to try to go back as there are some hard and fast regulations and even recommendations, that if not followed, opened the district to lawsuits as any immunity to lawsuits rests on following the State's safe learning guidance. Mr. Torrey said he was comfortable with that response and added that the district has responded admirably to COVID-19 and the safety of staff and students. Mr. Lafer also added that there are some things that would have to be done for insurance that would not be legal but would negate insurance. Ms. Nesbit responded that there is no insurance and no price could purchase any to cover COVID-19 related catastrophes.

Ms. Delf stated that as addressed in the last Board meeting; the Board is aware of the district's plan of reduced testing. This testing would be on days outside of regular student learning time occurring on Wednesdays in May. Families were asked to respond by April 30 as to whether they would participate in state testing and needed transportation and/or meals. Families that did not respond received direct follow-up.

Mr. Loureiro provided a slide presentation which showed the response rate and the percentages of those who did, or did not, respond and the differences across schools.

Mr. Lafer questioned whether the students would experience any loss in instructional time; discussion followed which reiterated that no student would lose any teacher time. He additionally asked how test results would remain the same when circumstances have changed, to which Ms. Wagner responded the end result is not to test to determine if a student should be moved from main stream but rather to determine which students might end up in that category if they were not found in need through testing. Mr. Loureiro also stated that the last testing results were very similar than the previous ones. Ms. Lang said they do use the data to help determine if there is a need for special education and to plan if it may be needed in the future.

XIII. ITEMS FOR ACTION

Approve Re-adoption of Board Policies on Sexual Harassment

Ms. Shabram confirmed that she thought this re-adoption would be a good idea; however, she expressed concern regarding retaliation to those who report harassment and suggested they need equal support and opportunity to report. While she does not necessarily think any action needs to be taken at this time it would need to be discussed in the future.

MOTION: Ms. Newman moved that the Board approve the deletion of the existing policies GBN/JBA and JBA/GBN sexual harassment and re-adoption of proposed new policies GBN/JBA and JBA/GBN; Ms. Shabram seconded.

VOTE: The motion passed – 6:0.

XIV. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider for Approval Updates and Revisions of Board Values

Chair Walston reminded the Board that they had discussed reviewing Board values at their January 27th retreat and a rewrite was distributed at the April 16th retreat but changes still need to be approved. Areas in the rewrite that are in yellow signify new language while those that are in blue signify a rework. She is submitting this item for action on May 19th.

XV. SUGGESTIONS BY THE BOARD FOR CONSIDERATION OF ITEMS AT A FUTURE MEETING

Ms. Newman asked that the board consider adopting a community benefits agreement, she thought they passed a resolution about their values to reflect a lot about what is in the community benefits agreement and would like to see it moved on this year as they are still doing construction and this would be a good time. Lane County and the City of Eugene have done work on this and would provide some good templates. She suggested this go to leadership first to figure out how to move forward.

Chair Walston clarified that would be before the end of this fiscal year and Ms. Newman responded in the affirmative.

Ms. Levis responded to a query as to what a community benefits agreement was. Originally when the resolution was made the board thought it would go to the level the community benefits agreement did and through her work and looking back at work that has been done by other entities and through some documents this is a really critical thing as a public entity that would be spending bond dollars, which are taxes. She stated that the Superintendent is a person that comes from union background and a very huge supporter of unions and it sends a very strong message if 4J would do this as well.

Mr. Lafer added that he, too, supports this action, and wants to be sure that this would go through in time to work with Camas Ridge construction. He added this is not a union versus non-union thing but rather it establishes certain benefits. It does not in any way increase the cost of the project. Ms. Newman agreed and stated that it would help the community and would add money to it.

Chair Walston concluded that this item would be added to the agenda and she suggested this take place before the end of the fiscal year and asked the Superintendent if June 2nd is too soon to provide a staff report and set it up for action on June 16th. This will be discussed Monday, May 10th at leadership.

Mr. Lafer indicated he would also like to add portables to Kelly to the agenda.

Superintendent Vandercar said it could be added to the agenda as an update to the board as she had already instructed staff to begin the work to install two portables at Kelly. The district is working with the City of Eugene on the permitting process and once they had that they could get the portable classrooms installed. This is currently waiting on the process which could be short or long. Chair Walston confirmed that this item would be on the agenda for an update.

1. Meeting Dates:

May 2021: Wednesday, May 5 & Wednesday, May 19

June 2021: Wednesday, June 2 & Wednesday, June 16

xvi. ADJOURN

Chair Walston adjourned the meeting at 9:55 p.m.

(Minutes recorded by Marlene Hockema)

Cydney Vandercar
District Clerk

Mary Walston
Board Chair

**MINUTES OF THE 4J BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON**

May 19, 2021

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 5:30 p.m., a regular session at 7:00 p.m. Notice of the meeting was mailed to the media and posted in the Education Center on April 30, 2021, and published in The Register-Guard on May 5, 2021.

NOTICE: In light of current public health concerns related to coronavirus COVID-19, the meeting of the Eugene School District Board of Directors was open to the public virtually via Zoom Meeting. Pursuant to ORS 192.670, the meeting was open to the public via live radio broadcast on KRVM 1280-AM and via the Internet at www.4j.lane.edu/

ROLL CALL

BOARD MEMBERS:

Mary Walston, Chair
Judy Newman, Vice Chair
Alicia Hays
Martina Shabram
Anne Marie Levis
Jim Torrey
Gordon Lafer

STAFF:

Cydney Vandercar, Superintendent
Charis McGaughy, Assistant Superintendent for Instruction
Kerry Delf, Chief of Staff
Brooke Wagner, Director of K-8 Education
Jeff Johnson, Director of K-8 Education
Andy Dey, Director of Secondary Education
Christine Nesbit, General Counsel
Steve Menachemson, Direction of Technology
Kyle Tucker, Chief Operations Office
Oscar Loureiro, Director of Research and Planning
Karen Hardin, Director of Human Resources
Andrea Betz, Director of Finance
Holly Langan, Director of Nutrition Services
Misael Flores Gutierrez, Equity, Instruction, and Partnerships Administrator
Eric Anderson, Director of Curriculum
Lisa Fjordbeck, Executive Assistant/Board Secretary

STUDENT ADVISORY PANEL MEMBERS:

Joel Sadofsky, IHS
Noa Ablow Measelle, South Eugene High School
Harmony Simmons, Churchill High School

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, EEA

MEDIA: KRVM

OTHER:

I. Executive Session

1. The Board convened in executive session to evaluate the employment related performance of the chief executive officer, pursuant to ORS 192.660 (2)(i).

II. Call Regular Board Meeting to Order

Ms. Walston called the regular Board meeting to order at 7:02 p.m.

III. Roll Call, Flag Salute, Land Acknowledgement

Ms. Walston called out roll, led everyone in the Pledge of Allegiance, and read out the land acknowledgement.

IV. Agenda Review

Ms. Walston announced that Item #1, under Items for Action at a Future Meeting, would be moved up to Items for Action.

V. Introduction of Guests and Superintendent's Report

Superintendent Vandercar congratulated newly elected board members, Laural O'Rourke, Maya Rabasa, and re-elected board member, Judy Newman.

Superintendent Vandercar reported there would be an update on the Camas building progress as well an update on the damage at a gym at Kelly Middle School adding that those students have returned to distance learning. The board would also be hearing about vaccines, facemasks, and the constant guideline changes by OHA. She commented that everyone is invited to comment, or submit ideas, by the end of May, regarding the one-time ESSER funding.

VI. Comments by Board Chair

Ms. Walston indicated the board would take a break at 8:00 p.m., for 10 minutes, due to the length of the meeting. She also indicated there would be an update on Camas Ridge, with a community input meeting on June 26th, as well as an update on Kelly.

VII. Receive Reports from High School Student Representatives

Joel Sadofsky, IHS, shared his concerns regarding the building of the Camas Ridge facility and the size of the parking lot and believed that there is still room for sustainability improvement.

Noa Ablow Measelle, South Eugene High School, reported that South Eugene had launched their time capsule which would be stored at South Eugene High School for fifty years. In addition, students started reaching out to incoming middle schoolers, basketball would be starting via live-stream, kick off for graduation had taken place and AP testing had begun.

Harmony Simmons, Churchill High School Ms. Newman read the report which confirmed Churchill seniors had received their caps and gowns, AP testing had started, and they would be asking for approval for a chalk event.

VIII. Items Raised by the Audience

Henry Sanger commented on the recent election indicating that he would like to see election reform. He added that he would also like to see consistency in mask wearing and social distancing.

Julie Daniel expressed concern regarding the fact that one-quarter of the new building site grounds, would be for parking, indicating that would be a significant oversight on behalf of climate change.

Lindsay Selser, a Camas parent who states her family is pro-public school, expressed her thanks for the creativity of the staff throughout the COVID-19 and asked for continued correspondence from the board to bridge the communication gap.

Timothy Sutherland commented that he does not believe the hybrid teaching method is working. He affirmed that while the CDC no longer requires face masks the board was masked.

IX. Comments by Employee Groups

Sabrina Gordon, President, Eugene Education Association (EEA) joined by EEA Vice-President Ms. Gordon commented she is concerned regarding the forthcoming 4J/EEA contract approval and is hopeful that the district's concern for students will be evident in voting.

X. Comments and Committee Reports by Individual Board Members

Mr. Torrey reported that yesterday he attended the BEST meeting where students worked on a project that involved designing hats.

Ms. Shabram mentioned she appreciated the democracy involved in voting and expressed encouragement to those who run for office, adding that there are many ways to serve and should anyone be interested they could contact her.

Ms. Newman shared it had been an eventful week for her and she would be looking ahead to moving forward with the anti-racist project, science based instruction, an approved budget, and another four years on the board.

Ms. Hays expressed appreciation for an incredible year.

Ms. Levis noted her thanks to the public speakers and added that running for office is not easy and focus should change from people to issues.

Mr. Lafer stated that he appreciated school testing had been scheduled to avoid using instructional time. He also expressed concern that parents who opt out of student testing cannot, actually, opt out of all tests. He commented that a work group would be needed to address vaccines for those with disabilities. He then reiterated his concern regarding the addition of portable classrooms for Kelly.

Ms. Walston noted that the budget committee had met on May 10th.

XI. Items for Information

1. Receive Update on Building Issues at Kelly Middle School

Kyle Tucker, Chief Operations Office and Ryan Spain, Director of Facilities, reported on the timeline and progress regarding a truss stress in the roof of one of Kelly Middle School's gym. On 5/7/2021 a maintenance worker noticed a bulge in a wall; on 05/10/2021 cracks became visible in the sheetrock, at which time a structural engineer was called. Inspection revealed two

failing trusts on 05/11/2021. Hyland Construction was contacted and responded by shoring up the roofing on 05/07/2021. As of 05/19-2021 additional shoring would be added to ensure safety.

Discussion followed regarding the time format and expenses that would be involved. Mr. Tucker and Mr. Spain stated their number one goal would be to complete repairs by fall and return to school. However, until contractors start working on the site, no concrete finish date or cost would be available.

Mr. Lafer indicated there would not be enough room for all Kelly students so now would be a good time to reconsider modular units; to which Mr. Spain responded they have been considering such.

Ms. Shabram asked if summer programs would be affected and Mr. Johnson responded alternate schools have been made available so those programs could proceed.

2. Bond Update: Camas Ridge Elementary School Design

Mr. Tucker presented slides of which the first indicated the chosen architect to be PIVOT Architect; the second slide portrayed a timeline showing a start point of 2017, followed by a 2018 bond and 2019 school design. Facility users have been surveyed regarding potential school design, vision, values, workshops, and consistency across the district. A projected schedule will be addressed at the May 26th (6:00 p.m. to 7:00 p.m.) meeting.

Mr. Spain added that an undated parking lot plan would reduce the lot size with multiple access points. Items that have been requested are: garden space, outdoor learning relocated, covered and open outdoor learning areas, bike parking, and employee showers and lockers.

Ms. Hays interjected that the original bond figures were higher and it would be confusing if additions were submitted for a limited bond. Mr. Lafer responded by questioning what community input could still change as there are no unlimited funds. Mr. Tucker replied that they would have a process and with increasing building costs additional changes would be limited. To date, forty options have been reviewed and the building plans are currently displayed on the strongest layout.

Mr. Torrey expressed a concern about the growth and overflow of the schools in the Sheldon area stating there is no more ground in that area to build on.

Discussion that followed revolved around the issue of parking at Camas Ridge including saving the camas bulbs. It was mentioned that previous issues with lack of parking had been addressed by submitting a waiver to the city; however, that process would take eighteen months and inflationary building costs deter any building. Ten parking spaces have been cut from the plans and all other options would be considered.

Mr. Lafer questioned if architecture expenses were lower, than previous buildings, since the same layout is being used across the district. Mr. Spain answered in the affirmative adding inflation building rate is currently 12.4%.

Ms. Hays stated changes could always be made after the fact (move the bulbs) however, choosing bulbs for being school-less is not an option.

3. Update on All Students Belong

Pooja Bhatt, Aimee Craig and Monica Cox, all of SeeChange presented an update of the progress of their research.

Ms. Bhatt reminded the board that their goals would be to address: racial inequity, Student Resource Officers (SRO), re-orienting justice, and work groups. She queried what does safety mean; what functional role did SROs have and what would replace them. She followed with a review of findings from the equity committee meeting which included: discipline use, discipline disparities by race, cultural norms and discipline in relation to teacher race.

Ms. Clark noted they had two administrative focus groups and would have two more prior to the first week of June.

Ms. Bhatt reminded the board that they would be doing a project in three months that generally would take six months to a year. Their next report to the board will be 08/04/2021.

4. Receive Third Quarter Financial Report

Andrea Belz, Director of Finance presented the quarterly financial report that the district is on track to underspend. She reported the budget committee had passed a \$9.3 million budget last week but likely there would be changes to the final amount.

5. Update on COVID-19 School Operations and Planning

Joyce Smith-Johnson notified the board that they have held five vaccine clinics and additional clinics would be held every Wednesday at Churchill. These clinics are open to students and the public.

Mr. Sadofsky commented he felt the need for advertising to students who meet the medical age for vaccines without parent consent as he has not seen any. Ms. Smith-Johnson affirmed she would follow through and see that communication would get out and noted on the district website.

Holly Langan, Director of Nutritional Services, updated the board on meals stating three thousand meals are being handed out daily. Summer meals would be available Monday-Thursday with take outs, available Thursdays, for weekend meals. She added they would continue to supply daycares and camps with summer meals.

6. Receive Update for Graduation

Andy Dey noted that new CDC regulations are looking positive for graduation ceremonies and information was sent to families; however, the guidelines change daily. He indicated there would be in-person graduations; but, they may be smaller groups.

XII. Items for Action

1. Approve Board Guiding Beliefs and Values for 2020-2021

MOTION: Ms. Levis moved the Guiding Beliefs and Values for 2020-2021 be approved. Ms. Shabram seconded.

VOTE: The motion passed – 6:0

2. Approve North Eugene High School and South Eugene High School Wrestling Programs to Co-Op During the 2021 Spring Season

MOTION: Ms. Levis moved the above stated approval request be accepted. Mr. Torrey seconded

VOTE: The motion passed – 6:0

XIII. Items for Action at a Future Meeting

None.

1. Meeting Dates:

May 2021: Wednesday, May 5 & Wednesday, May 19

June 2021: Wednesday, June 2 & Wednesday, June 16

XIV. Suggestions by the Board for Consideration of Items at a Future Meeting

None.

XV. Adjourn

Ms. Walston adjourned the meeting at 10:12 p.m.

XV. Executive Session

The board will convene in executive session to conduct deliberations with persons designated by the governing body to carry on labor negotiations, pursuant to ORS 192.660 (2) (d).

Executive Sessions are closed to the public. All matters discussed during executive sessions are confidential and shall not be disclosed by any representation of the news media without authorization by the school board.

(Minutes recorded by Marlene Hockema)

Cydney Vandercar
District Clerk

Mary Walston
Board Chair



ITEM FOR ACTION

Date of Meeting

June 23, 2021

Title

Approve Initiation of Land Use Decision Process

Presenter(s)

Christine Nesbit – General Counsel

Kerry Delf – Chief of Staff

Background

The superintendent is recommending that the board approve initiation of a land use decision process for a future property purchase for a career and technical education (CTE) construction program. Whenever a real property purchase or other land use decision is undertaken, the district follows the procedures in Administrative Regulation FB-AR. Briefly stated, these procedures are as follows:

1. The superintendent makes recommendation to the board to initiate land use decision process.
2. The board approves the recommendation and establishes the timeline for the remaining steps. Legal notices will be issued as required.
3. Administrative recommendations and proposed findings of fact on the decision are presented at a meeting prior to a public hearing.
4. A public hearing is held on the proposed decision.
5. Administration may revise findings of fact based on testimony at the public hearing and information provided by affected public agencies.
6. The board accepts, rejects or modifies the findings of fact and makes its decisions.
7. The administration implements the decision.

Rationale for Recommendation

The district anticipates implementing a new program for students, called Future Build Project, the core purpose of which is to provide high school students CTE experience in home construction under the supervision of a licensed teacher. Following the completion of the project, the district would likely initiate a decision to sell the property to a community partner, applying proceeds from the sale to make the next real property purchase for the Future Build Project program. Information about the anticipated program was previously discussed at the board meeting on June 16, 2021.

Proposed Timeline

The following timeline is recommended for the process:

June 16, 2021

Board: Consider Approval of Initiation of Land Use Decision Process
(Item for Future Action)

- | | |
|----------------------------------|---|
| June 23, 2021 | Board: Executive Session – Real Property Negotiations and open session - Approve Initiation of Land Use Decision Process (Item for Action) |
| June 25, 2021
board approval. | Staff: Target date to identify property and prepare offer, contingent on board approval. |
| June 30, 2021 | Staff: Target date for notification of neighbors, adjacent property owners and other stakeholders. |
| July 1, 2021 | Board: Target date to receive proposed Findings of Fact (Item for Future Action). |
| August 4, 2021 | Board: Target date to conduct a Public Hearing, Approve Findings of Fact and decide whether to acquire the property (Item for Action). |

The following criteria are recommended for evaluation in the selection and decision-making process for the acquisition of a property for the Future Build Project:

1. District need for the property.
2. Suitability of property in light of the CTE project goals.
3. Impact to surrounding neighborhood.
4. Fiscal considerations.
5. Conformity with applicable land use plans.

Options and Alternatives

The board may initiate the Land Use Decision Process or take no action. Any decision to acquire real property requires board action.

Budget/ Resource Implications: Initiation of the Land Use Decision Process in this instance can reasonably be expected to result in a future recommendation for property purchase. The district anticipates making the property purchase, if possible, using available High School Success grant fund dollars for the 2019–21 biennium.

Recommendation

The superintendent recommends that the board initiate the Land Use Decision Process for the acquisition of real property for the Future Build Project according to the timeline and decision-making criteria above, with the caveat that the timeline may be modified if circumstances warrant.