

Board of Directors Meeting
School District 4J, Lane County
Hybrid Meeting (virtual and
in-person)
200 North Monroe Street
Eugene, Oregon 97402
Wednesday, August 16, 2023

NOTICE: The work session at 5:00 p.m. and the regular board meeting at 7:00 p.m. will be open to the public to attend in person, via live broadcast on KRVM 1280-AM and 98.7 FM, on the internet at www.4j.lane.edu/stream, and via Zoom Webinar at <https://4J-lane-edu.zoom.us/j/91225128314>

School Board Meeting Request Forms:

Sign up to provide public comment: www.4j.lane.edu/board/publiccomment

The board will hear public testimony in person or via Zoom from community members who sign up in advance. Up to 10 people will be scheduled to provide public comment at each regular meeting. Priority will be given to residents who have not recently provided public comment in a board meeting. Requestors will be notified between Tuesday and noon on Wednesday, the date of the board meeting.

Requests to provide public comment must be submitted no later than 5 p.m. on the Monday before the meeting.

5:00 PM

5:00 Work Session & 7:00 Regular Board Meeting

- I. **5:00 p.m. Work Session**
 - 1. Call to Order, Roll Call
 - 2. Conduct Work Session
 - a. Review process and policy for complaints brought against the board or board members
30 Minutes
 - b. Discuss Response to Complaints Involving the Board of Directors or Individual Board Members
 - 3. Adjourn Work Session

- II. **7:00 p.m. Regular Board Meeting:**
- III. Call to Order, Roll Call, Flag Salute, Land Acknowledgement
- IV. Agenda Review
- V. Introduction of Guests and Superintendent's Report
- VI. Comments by Board Chair
- VII. Items Raised by the Audience
- VIII. Comments by Employee Groups
- IX. Comments and Committee Reports by Individual Board Members

- X. Consent Group - Items for Action
 - 1. Approve Revised Board Meeting Minutes for the following: 3
 - June 7, 2023
 - June 21, 2023
 - July 5, 2023

- XI. Items for Information
 - 1. Steering Committee for Retreat: Receive Information 47

Presenters: Judy Newman, Director
Jenna McCulley, Chief of Staff
15 Minutes

- | | | |
|-------|--|----|
| XII. | Items for Action | |
| | 1. Receive Assignments for Board and Superintendent Committees | 48 |
| | Presenter: Maya Rabasa, Board Chair | |
| | 15 Minutes | |
| | 2. Receive Update on School Board Vacancy Appointment Process | 50 |
| | Presenter: Jenna McCulley, Chief of Staff | |
| | 20 Minutes | |
| | 3. Determine Board Meeting Calendar for June, 2024 | 58 |
| | Presenter: Maya Rabasa, Board Chair | |
| | 10 Minutes | |
| | 4. Declare Surplus Property Located at 1466 Park Ave. | 60 |
| | Presenters: Andy Dey, Superintendent; Ed Mendelssohn, College and
Career Readiness/Career Technical Education Administrator | |
| XIII. | Items for Action at a Future Meeting | |
| XIV. | Suggestions by the Board for Consideration of Items at a Future Meeting | |
| XV. | Adjourn | |

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

INFORMATION FOR THE DEAF AND HARD OF HEARING:

Closed Captioning is available during Board meetings through a zoom live feed
which is also displayed at in-person meetings.



ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting

August 16, 2023

Title

Approve minutes for the board meetings that occurred on the dates below.

June 7, 2023

July 5, 2023

June 21, 2023

Background

- June 7, 2023: minutes were originally approved on the June 21, 2023 consent agenda. The board voted to amend the minutes at the August 2, 2023 board meeting. The revisions requested by the board are highlighted on pages 11 and 12.
- July 5, 2023: minutes were pulled from the August 2, 2023 board meeting's consent agenda in order to make revisions. The board's requested revisions are highlighted on page 4.
- June 21, 2023: minutes were pulled from the August 2, 2023 board meeting's consent agenda in order to make revisions. The board's requested revisions are highlighted on pages 14, 16, 17.

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

Date: June 7, 2023

Amended August 16, 2023

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a regular BOD meeting at 7:00 p.m. via video conference and at the Education Center, 200 North Monroe Street in Eugene, Oregon. Notice of the meeting was mailed to the media and posted in the Education Center on June 2, 2023.

ROLL CALL

BOARD MEMBERS PRESENT:

Maya Rabasa, Chair
Michelle Hsu
Gordon Lafer
Alicia Hays
Judy Newman

STAFF:

Andy Dey, Superintendent
Debbie McKim
Seth Pfaefflin
Kari Skinner
Rob Hess
Jeff Johnson
Sebastian Bolden
Jenna McCulley
Steve Menachemson
Oscar Loureiro
Matt Brown
Collina Beard

STUDENT ASVISORY PANEL MEMBERS:

North Eugene High School
Sheldon High School

I. REGULAR BOARD MEETING

II. CALL TO ORDER, ROLL CALL, FLAG SALUTE, AND LAND ACKNOWLEDGEMENT

Chair Rabasa called the regular meeting to order at 7:09 p.m. She said the names of board members who were present. Superintendent Dey led the flag salute, and Chair Rabasa read the Land Acknowledgement.

III. AGENDA REVIEW

Chair Rabasa asked board members if there were any changes to the agenda.

There were no changes to the agenda.

IV. RECEIVE REPORTS FROM HIGH SCHOOL REPRESENTATIVES

The student representative from North Eugene High School (NEHS) gave report. Finals had been stressful for students. On June 7, 2023, seniors had their senior stroll, where

they had the opportunity to stroll through their elementary schools and reminisce with elementary school teachers. Regarding what to do with the land at the old NEHS, many students were in favor of adding field space for the NEHS athletic programs or building a new school for Yujin Gakuen (YG). The representative requested that the board consider suggestions from students when deciding how to utilize the space. Students had requested that the sculptures on the old NEHS property be preserved. The second annual Pride Festival was held at NEHS on June 2, 2023. It was funded by the Gender Sexuality Alliance (GSA) and with community donations. Festivities included local vendor booths, and a drag show. The representative noted they were happy to see board members in attendance. A dozen of protestors from an out-of-state church gathered outside of the school in protest of the festival. Religious passages were shouted at students attending the event. The protestors walked on the school property to hand out flyers to people in line for the event. The flyers contained hate speech and graphic imagery. The flyer was an inappropriate thing to present to children trying to come together as a community and support each other. The representative asked that the 4J District and Board continue to provide their support for LGBTQIA+ initiatives.

The student representative from Sheldon High School (SHS) gave report. It was an active week for music programs. The Associated Student Body (ASB) elections would take place on June 9, 2023, and a new student-led election process would take effect. The SHS softball team won the state championships. Advanced placement (AP) literature students would perform abridged versions of Shakespeare's King Lear in a Midsummer Night's Dream. The debate club hosted its first formal debate, and the astronomy club held a stargazing event. Senior graduation would take place on June 10, 2023. The representative noted this would be their final report and said they were happy to have attended 4J Board meetings this school year to learn about the inner workings of the school board. Unfortunately, it only took a few meetings before dysfunction between board members became apparent. The representative reminded the board to work together for the sake of the district, staff, teachers, and students. They asked the board to begin the new school year with the spirit of collaboration and make efforts to serve every student in the district.

There were no other comments.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENTS REPORT

Superintendent Dey said as the academic year came to an end, it was a good time to reflect on the vast body of work and accomplishments throughout the district. Later this week, the district would come together to celebrate the K–12 careers of seniors in the district. The Summer Intensives program would supplement the regular school year by connecting students with extended learning throughout the summer months. The board prepared for the addition of new board members. Superintendent Dey would attend the Coalition of Oregon School Administrators Conference virtually. He thanked the board for their partnerships and said there was no denying their passion and dedication. He assured the community that the district would reflect on important lessons learned this year and build upon them for the coming school year. He expressed gratitude for the support and unwavering grace he received in his first year as superintendent.

There were no other comments.

VI. ITEMS RAISED BY AUDIENCE

Michael Hutchins said they were a non-binary member of the Eugene community. Recent public comments at past 4J Board meetings expressed harmful rhetoric against students of color and the queer and trans communities. Hutchins expressed their unwavering support for those marginalized groups and urged the school board to do the same. In 2023, there had been a rise in anti-inclusive policies and bans across the nation. 556 anti-trans bills had been introduced in United States legislation. Despite that, Oregon, and Eugene had remained a safer space for the queer community than many other places nationwide. Trans and queer students belonged in schools and deserved to feel respected and safe. Respect and safety should also be extended to people of color. The historical devaluing of the black population needed to be recognized and taught. Social acceptance of marginalized groups was essential for their ability to maintain good mental health and wellbeing and reduce the rate of social ostracization and suicide.

Chal McCollough said parents had the constitutionally protected right to take care of and control their children, not other people's children. Last month the 4J School District (4JSD) was under fire for assigning students homework where they were directed to write about their sexual fantasies. Last week, there was a four-day Pride Fest at NEHS where drag queens performed in the presence of young children and encouraged them to explore their gender identities and use gender confusing pronouns. Adults in attendance were sexually aroused. 4J's support of the LGBTQIA+ community undermined students' self-confidence and resiliency. Confusing pronouns promoted narcissistic behavior that made children threaten and manipulate people if they did not get their way. It gave children a lack of empathy and a sense of entitlement. During COVID, he witnessed critical race theory being taught and teachers who portrayed being trans as a positive thing. This was dangerous and causing injuries to students. Last month, Oregon passed the House Bill 2002, which allowed children under the age of 18 to take puberty blockers and get sex changes and abortions without parents' permission. The 4JSD should not encourage children to be injured like that.

Irene Henjum thanked the board for their service this year. She said she was a volunteer organizer for Showing Up for Racial Justice (SURJ) in Eugene / Springfield, and received a call on June 9, 2023, from a parent in tears because their child was exposed to the toxic behavior exhibited by protestors at the NEHS Pride Festival. LGBTQIA+ students were at risk of bullying, aggression, and suicide. Weaponized attacks against marginalized groups were intentional and organized. Children should be able to go to school and feel safe. That was important to her because her cousin, Lavender, committed suicide a few years ago after many years of rejection and depression. She was transgender and not accepted by members of her family and community despite being a beautiful person. She encouraged the board to continue investing in diversity.

Jessie Louisberg said they felt the need to respond to the homophobic and anti-queer remarks made by members of the public during these meetings. One of their children was queer and there was no question when it came to supporting them. Their inclusive household had allowed their child to express themselves and blossom into who they were. They were a gift to their parents and their entire household. Acceptance at school and in the wider community helped allow them to be true to their self. When children in the queer community are not supported, they are at greater risk for suicide. 4J's commitment to inclusivity means more children would feel safe and included at school. He encouraged the board to continue to support LGBTQIA+ initiatives. For any parent who was against the LGBTQIA+ community and the school districts disposition

on LGBTQIA+ initiatives, your children could be gay, trans, or non-binary. If they hear what your saying about these important topics, they will hide from you instead of coming out. Your behavior would prohibit them from blossoming and being true to their self.

Angie Foster-Lawson said their pronouns were they / them. They were the parent of a preschool-aged toddler in the 4JSD. When their toddler entered school in the coming years, they would be part of an LGBTQIA+ family. Being kind, affirming, and loving, to one another was always age appropriate in their house. She voiced her support for LGBTQIA+ children and families and the 4J staff who were under a violent microscope right now. Anti-LGBTQIA+ remarks were aligned with high-funded right-wing efforts to remove resources and safety in schools for queer and trans youth. Oregon had some strong legal policy protections for trans youth but that did not mean that there was not harm being done in schools throughout the state. Last week, they attended the Pride Fest event with fellow parents. They gave away over 200 pride pins to show support and love for LGBTQIA+ children and their parents. The Pride Fest was a lifeline of joy and community connection during a time of ongoing violence and silence, which caused children to skip school, administrators to field violence, and many other negative impacts. They thanked the school board for supporting the LGBTQIA+ community and said that the anti-LGBTQIA+ rhetoric, misinformation, and bias must be taken seriously by the board.

Marion Malcom said she was the grandmother of two children in the 4JSD. One attended Kelly Middle School (KMS) and one attended NEHS. One identified as gay and the other as non-binary. She was happy to see both of them feel comfortable being who they were at school. That was attributed to their teachers and their friend groups. There seemed to be an expansive and accepting attitude toward gender expressions and identities and she was glad about that. There were horrifying proposals of anti-gay and anti-trans legislation forming in the republican opposition. The removal of books from libraries that address sexuality or gender identity came about because older people find challenges to a deeply rooted, white male-dominated model of society. She encouraged the board to put student safety first by standing strong in their support of the LGBTQIA+ community, no matter how much pressure they received about the topic. She added if the board did, they could save lives.

Chair Rabasa called a recess while a disruptive member of the community was escorted out of the meeting.

VII. COMMENTS BY EMPLOYEE GROUPS

Seth Pfaefflin introduced himself as the President of MAPS, the 4J School District employee group that represented the managers, administrators professionals, and supervisors. June 2023 would be his last month serving as the MAPS president. Misty Jackson would be the new president. He believed that a shift was about to occur in education and many other parts of human existence due to the rise in artificial intelligence. He acknowledged all the seniors about to graduate, who applied and received a 1,000-dollar MAPS scholarship for college. MAPS thanked outgoing board members for their time and dedication. He was especially appreciative of Alicia Hays for her dedication to special education services and students with disabilities. He thanked all the board members for their hard work this school year.

There were no other comments.

VIII. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Newman said she attended the Pride Festival at NEHS. There was music, food, and activities. The atmosphere was relaxed and joyful with a sense of safety and celebration. It was unfortunate that protestors were at the main entrance, although, that did not dampen the energy inside the event. She noted that June was Pride Month, which was dedicated to LGBTQIA+ culture, and the commemoration of the gay rights movement. She referenced the raid that took place in New York City's Stonewall Inn on June 28, 1969, which sparked a riot and six days of protest in opposition of brutality against the gay community. The pride movement represented confidence, love, and joy. Having confidence was not always easy, especially if people were not supported. She also attended the 4J Mental Health Subcommittee meeting and learned about the Integrated Mental Health Approach being planned within the district. This plan would build systems of support for students and staff. The plan included mental health education and promotion of healthy coping skills with a focus on early intervention and suicide prevention.

Ms. Hsu said she also attended the Pride Festival for the second year, and it seemed twice as big this year. It was heartwarming to see the community support the event. She hoped students and staff felt safe despite the misinformed, anti-queer contingent that stood outside on the sidewalk. She did not understand why they needed to show up in protest of a fun and festive gathering. She hoped their message of misinformation and hate would never discourage events like that from taking place. She also attended the 4J Mental Health Subcommittee meeting. She noted that any 4J student could get a library card from the Eugene public library, which was a welcomed change because many school libraries continued to be understaffed. The pilot programs for three new teacher librarians at Holt, Howard, and Chavez had shown to be successful in the first year. These positions needed to be protected and expanded to include librarians at every school, which would be another step toward improving literacy and building school community. She acknowledged that she was impressed with the high school representatives and said their input had been invaluable.

Ms. Hays said she visited KMS and YG and took a picture of a bathroom classroom. She said there was actually a desk in the bathroom. She thanked representatives from the schools for her tour of the property and said it was very informative. She noted that she was excited that the district was working to resolve the colocation of the schools. She congratulated 4J staff who would be retiring after this school year. She mentioned that Joy Marshall had retired from Stand for Children, and that she always provided good insight and input, and challenged assumptions, which she thought was important. She said she had spent 16 years on the 4J Board and was excited to see seniors graduate this year, some of which she had known since they were very young. In her 40 plus years of attending pride events, there were always people screaming and yelling in protest outside. She thanked those who worked on publicizing the event and noted that most young people rally against authority, so the protestors only helped increase interest and participation. Despite earning a degree in education, she ended up being a manager because managing 600 people was easier than managing a classroom. Before she transitioned into management, she was a student teacher in a government class at her old high school. The teacher assigned a project where the students were to come up

with a legislative bill and move it through the house and the senate. She noted that the teacher was also the girls' basketball coach and at the time, she was only five years older than the students in the class, some of which were gay. A few students wanted to pass a bill that would hunt down, lock up, hang, or execute homosexuals, and the teacher allowed it. Ms. Hays did not speak up and realized in that moment that she was not cut out to be a teacher. She instead spent 16 years as a 4J Board member and put her efforts toward many initiatives, including the transgender policy. She said the current board had been incredibly supportive of the issues that were important to her. She enjoyed being part of 4J because of boards like this one, who passed the transgender policy. She felt sure that the new board would be as supportive.

Vice Chair Lafer said that June was Pride Month, and that he was the proud father of a career 4J student. He expressed appreciation for the queer community, including trans, bisexual, and gender fluid people, and everyone who showed up to school as their true selves. He extended his appreciation to those who have not yet found a safe space to be their true selves. He thanked everyone who helped put the Pride Festival together at NEHS. The district received a lot of emails about it, most were supportive, but some were self-declaring that queerness was unnatural and should not be celebrated or even acknowledged in schools. To be clear, it was the job of the board to ensure that all students were respected, honored, and celebrated. There were queer and trans students and staff within 4J, and students and staff who had queer, trans, or gender fluid parents and family members. Every one of those students, staff, and family members needed to be heard, seen, supported, and celebrated by the 4J Board and the school community. As a whole, the district would not tolerate any students being told that their identities or the identities of their family members needed to be denied. To allow that would make the district a breeding ground for discrimination, bigotry, and violence. Even the most anti-queer people who testified at these meetings would not think it permissible to stand in a public meeting and declare that inter-religious or inter-racial marriages were violations of God's will and as such, kids' identities should not be acknowledged in schools. He did not know why anyone would think it was okay to apply that mindset toward queer or trans students. He knew people from out of town showed up to protest the Pride Festival at NEHS to yell at, harass, and attempt to shame participating students. As far as he knew, there were also people protesting the event who were from this community. All of those people should be ashamed of their selves. It was a free country, and they could think what they wanted. If they wanted to argue with board members, that was fine, but at least have the human decency to keep their mouths shut in the presence of these kids and treat all students with respect. He mentioned the importance of teacher retention regarding reading and literacy education. There had been a lot of talk statewide and nationwide about the science of reading and implementing a K3 curriculum around that. He did not believe there was a science to reading in the traditional sense, i.e., you get the same outcome every time, no matter who uses such curriculum. This was an idea being pushed by large-scale corporations in the attempt to teacher-proof education. They claimed to have discovered one set of reading exercises that would work every time for every student. Teaching and learning were inherently human relational activities that could not be standardized. No matter what curriculum the district used, its success would be dependent on the districts ability to recruit, retain, and support good teachers. The

implementation of new curriculum took two years of professional development for teachers to learn. No curriculum could succeed in an environment where there was high teacher turnover. During his time on the board, he had seen good teachers leave the district. No one had sat down with them to ask them why and determine what, if anything, could be done differently. The only way to prevent teachers from leaving was determining why they were leaving. The district needed to do exit interviews in collaboration with the teachers' union so teachers would feel protected. He urged the incoming board to make this one of their priorities. If not, the district would continue to waste time and money on initiatives that look good on paper but do not work in practice.

Chair Rabasa congratulated 4J graduates. She echoed Ms. Hsu's appreciative words for the student representatives. She extended her gratitude for all 4J staff members who would be retiring at the end of this school year. She thanked the students and staff for their work on organizing the second annual pride event and ensuring that the neighboring Bethel community was also invited. She said the event was a huge success, having over 1,000 attendees. It was filled with joy and celebration, and it proved that 4J was committed to its priority of working to ensure every single student belonged and was valued. As a board member and community member, she believed that every LGBTQIA+ student and staff member, in addition to their family members, were valuable members of the community and they deserved to be safe, respected, cared for, and welcome. The district did not want to discount or ignore the harmful impact that discriminatory rhetoric had on students. She stated her commitment to provide support for students and staff who were under attack and said the district did not accept this to be a matter of ideology. 4J's two-spirit LGBTQIA+ members were not up for debate. She thanked the community for their support and for showing up in person, via email, and in making public comments in support of the LGBTQIA+ community.

IX. PUBLIC HEARING ON 2023 – 2024 BUDGET

Presenter: Matt Brown, Finance Director

Mr. Brown gave a general overview of the budget. Tonight, a public hearing would be opened for the budget, and on June 21, 2023, the board would hopefully approve and adopt the budget. The General Fund was estimated at 72 million dollars, and the district received 83 million dollars in property taxes. The biggest revenue fund was the State School Fund, which brought in 109 million dollars. The Local Option was 23 million dollars. He noted that the State School Fund was based on enrollment levels around the state. If one school's enrollment level dropped, the fund would be adjusted, and each school would get less. If the percentage of enrollment dropped 20 percent at each school throughout the state, the State School Fund would remain the same. The General Fund was the main fund for district operations. The second largest fund was Capitol Projects, which were funded by bonds. Functions were used in the accounting structure that was predicated from the Oregon Department of Education. Examples of functions were instructions, student services, and facilities. Out of the entire budget, 46 percent was equated to people, and 88 percent of the General Fund was equated to people. As the district went into the next school year and the coming years, a Local Option levy would be coming up soon, and the district was looking at scenarios of what the budget would like if the levy passed and if it did not. The district had a lot of federal funding right now, which equated to their ability to pay for a lot of things. In 2024, that funding would expire, and adjustments needed to be made. Many school districts in the

state did not have an ending fund balance as healthy as the Eugene School District. Because of the balance level, and the work of previous financial directors and board members, the district had been able to save in preparation for less money. The district had been able to make long-term adjustments over an extended period of time instead of quick adjustments. Whether the levy passed or not, budget cuts would need to be made across the entire district either way. The budget book was being worked on and a lot of research was being conducted to create a book that clearly explained how the budget worked. It was anticipated that its completion would occur in July, and it would be released to the public at that time.

Vice Chair Lafer asked if the state's proposed two-billion-dollar biennial was included in the budget.

Mr. Brown said no.

Ms. Hays reminded the incoming board to be somewhat nervous about the budget and said if they planned accordingly, big deficits and quick adjustments could be avoided.

There were no other comments or questions.

X. CONSENT GROUP

X.1. Approve board meeting minutes for May 3, May 10, and May 17, of 2023.

X.2. Approve TNTP Contract Extension for the 2023 – 2024 School Year

X.3. Approve BEPA 2.0 (Be Physically Active 2Day)

X.4. Approve Bond Project — Safety and Security — High School Entry Improvements

X.5. Approve Bond Project — Kelly Middle School: Furniture Purchase

X.6. Approve Revisions to Board Policy IGBB — Talented and Gifted Program (2nd Read)

X.7. Approve Revisions to Board Policy IGBBA — Identification — Talented and Gifted Students (2nd Read)

X.8. Approve Deleting Board Policy IGBBC — Talented and Gifted — Program and Services (2nd Read)

X.9. Approve Revisions to Board Policy IK — Academic Achievement (2nd Read)

MOTION: Vice Chair Lafer moved, seconded by Ms. Hays to adopt the Consent Group as presented.

Chair Rabasa asked if there was any discussion.

There was no discussion. Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Judy Newman, and Ms. Hsu voted in favor of adopting the Consent Group as presented.

XI. ITEMS FOR INFORMATION

XI.1. 4J Student Climate Justice Team

Presenters: Tana Shepard, Climate, Energy and Conservation TOSA; Sarah Ruggiero Kirby, Secondary Science TOSA, Outdoor School Coordinator; 4J Students of the 4J Student Climate Justice Team

The 4J Climate Justice Team was formed in 2020 and was made of students from high schools across the district. Their primary focus was climate action across 4J, which included informing students on how they could mitigate the climate crisis. Past Achievements included the following:

- Cross District Collaboration
- District-wide Clothing Swap
- Worked with State Legislators on Climate Education Bill
- Created Informative Lessons for Elementary Schools
- City Club of Eugene – Presentation
- Presenting to Oregon Department of Education Science and the Council of State Supervisors

The Churchill High School (CHS) chapter had implemented sustainability initiatives into the school. They frequently volunteered at Mount Pisgah to help clear paths and plant trees. They also presented a presentation about environmental racism to the Youth Action Council. They were working with school administrators to incorporate reusable containers into the school lunch program.

Sheldon High School's (SHS) main goal this year had been to establish a student-based school garden. They were working to establish a collaboration with the school's food pantry, which provided food to students in need. Most of the items in the pantry were processed and non-perishable, so integrating fresh produce into the program would be greatly appreciated. They were working to create a native plant garden for native birds and pollinators. They had done trail maintenance at Mount Tom House and hoped to paint an environmental-themed mural.

The goal at South Eugene High School (SEHS) was to connect students with climate action opportunities in the community and encourage students to think about sustainability. They volunteered at Friends of Beauford Park / Mount Pisgah Native Plant Nursery. They had also written testimonies to support environmental legislation. A mural was being painted at the school to promote climate change awareness. They had maintained a compost system throughout the school year, and multiple guest speakers had given presentations to chapter members. The chapter organized a presentation by National Geographic Glaciologist for their entire student body.

NEHS had completed a variety of projects in Eugene and throughout the school. Working with Grass Roots Gardens, students helped grow organic food for families in

need, which was distributed in collaboration with Food for Lane County. They planted trees with Friends of Trees in neighborhoods that needed shade, a true climate justice action. Students ran a bottle and can recycling program at the school this year.

A future goal of the 4J Climate Justice Team was to meet more regularly with the school board to bring student voices to district leadership and create an equitable and sustainable future for 4J students. The team hoped the board would take this into consideration. Having contacts throughout the state, the team was making a difference beyond the district.

XI.2. Discuss Impacts of Community Benefits Agreement (CBA) for New Construction
Presenter: Gordon Lafer, Board Vice Chair; Kyle Tucker, Chief Operations Officer

Vice Chair Lafer asked if enough contractors bid on the Camas Ridge project and if anything hindered the bidding process resulting in less bids. He also asked if there was any reason to be suspicious of contractors work or an issue with their ability to complete the project on time.

Mr. Tucker said regarding the timeline, at this point the Camas Ridge project was still on schedule, and the school was anticipated to be ready by the fall of 2024. The district received bids in all of the trade areas, all of which met the three-bid minimum, with the exception of electricity. An adjustment was made, and the project would move forward. He noted the majority of bids were local contractors from the Eugene / Springfield area.

Ms. Newman asked if there were any additional costs to the district related to handling bids under the guidelines of the CBA.

Mr. Tucker said this was a pilot program and construction on Camas Ridge was 50 percent complete. Therefore, it would be difficult to provide that information at this time.

Vice Chair Lafer asked if there had been any increased administrative costs within Mr. Tucker's department under the CBA.

Mr. Tucker said yes. A calculation had not been completed to determine how much.

Vice Chair Lafer clarified the increase was due to creating the CBA.

Mr. Tucker confirmed that was true.

There were no other comments or questions.

XI.3. Legislative Committee Update

Presenter: Judy Newman, Legislative Board Subcommittee Chair

Ms. Newman said many legislators were frustrated that so many bills did not go through due to the walk out. A legislative session would resume for one day to pass budget bills before the deadline, but there would be many bills to pass and not enough time in one day. She felt that the State School Fund may be one of the first to go through and said that funding levels would be the same as last year, which was 9.3 billion dollars. A

special session was scheduled to take place this summer so the budget could be completed. Unfortunately, many substantive bills would not go through.

There were no comments or questions.

XII. ITEMS FOR ACTION

XII.1. Board Calendar 2023-2024

Presenters: Maya Rabasa, Board Chair; Andy Dey, Superintendent

Chair Rabasa said the board meeting calendar presented showed the first board meeting of each month would be a regular session and the second meeting of the month would be a work or executive session. Ms. Rabasa noted the proposal for the board retreat was August 1st from 5 p.m. to 9 p.m., and August 3rd from 5 p.m. to 9 p.m. A board meeting would occur on August 2nd.

MOTION: Ms. Hays moved, seconded by Ms. Newman to approve the dates proposed (only) but not the type of meeting on each date, with the addition of the retreat dates listed below.

- August 1, 2023 – 5 p.m. to 9 p.m.
- August 3, 2023 – 5 p.m. to 9 p.m.

Chair Rabasa asked if there was any discussion.

There was no discussion. Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Judy Newman, and Ms. Hsu voted in favor of adopting the 4J Board Calendar dates, as well as summer retreat dates as presented.

Ms. Rabasa said there is still the question as to whether those meetings will all be general or rotating general with work or executive sessions.

MOTION: Ms. Hays moved, seconded by Ms. Newman to postpone the decision as to what will occur at the meetings on the dates approved — whether it's regular board meeting or rotating board meetings with work or executive sessions, until the first meeting of the new school board on August 2 (2023).

Chair Rabasa asked if there was any discussion.

Vice Chair Lafer said he was concerned that public comments would be limited if there was only one regular meeting per month but was in favor of leaving it for the next board to decide.

Ms. Newman said she would prefer not to limit public comments.

Chair Rabasa said it did not feel like a welcoming gesture to pass this off to the new board.

Ms. Hays said the new board would not be ready to make that decision at their first meeting.

Superintendent Dey said he looked forward to discussing how listening sessions could be implemented to hear public comments.

There was no other comments or questions.

Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Judy Newman, and Ms. Hsu voted in favor of postponing the decision of a 4J Board meeting calendar model until the newly elected board members were present and could be included **in the decision.**

XII.2. Board Self Evaluation

Presenters: Jenna McCulley, Communications Director; Maya Rabasa, Board Chair

Ms. McCulley talked about board evaluations. She pulled a set of questions from the Oregon School Board Association's (OSBA) self-evaluations and could compile them into a Survey Monkey-type format for board members to utilize. Regarding evaluation questions and answers, a lot of thought went into what information would be most useful for the board and the future board. Because of that, she proposed an alternative to the OSBA model, and suggested Thought Exchange, a platform that offered more detailed and engaging evaluation answers as opposed to the standard evaluation answers that asked respondents to rate one through five, or use terms like always, sometimes, or never as their response. Thought Exchange would allow open ended questions. The benefit of this platform was that it was interactive and allowed respondents to align their ideas with other members. The platform provided themes for topics, which could help guide reflection at future meetings, and the opportunity for the new board members to hear from the current board in a meaningful way. The evaluation would be open through June 15, 2023.

Chair Rabasa said regarding Thought Exchange's ability to align ideas with other members, would responses be anonymous.

Ms. McCulley said the platform had option to set it up anonymously.

Ms. Hays asked if it was legal to set it up anonymously and noted that board members could not even vote anonymously.

Ms. McCulley said she would look into it, but that the board would not be deliberating on any topic, just self-evaluating. She believed a lot of districts had used it in the past.

Ms. Newman asked why the board was doing this so late in the year and noted most self-evaluations were about future goals.

Ms. McCulley said Ms. Newman's question was what led her to the idea of using Thought Exchange. She read the following proposed evaluation question:

- What areas do we as a school board think we are doing well, and in what areas could we improve?

She said a broad, open-ended question like that would provide information for discussion for the incoming board. She read the second proposed evaluation question, which was as follows:

- What is getting in the way of our success?

Chair Rabasa said the board was required by policy to have an annual self-evaluation. She was in favor of reflecting on the last year.

MOTION: Ms. Newman moved, seconded by Ms. Hsu to utilize Thought Exchange for board self-evaluations with two open-ended questions as presented and board member identities attached to their feedback, to be completed by June 15, 2023.

Chair Rabasa asked if there was any discussion.

There was no discussion. Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Judy Newman, and Ms. Hsu voted in favor of utilizing Thought Exchange for board self-evaluations with two open-ended questions as presented and board member identities attached to their feedback, to be completed by June 15, 2023.

Ms. Kauffman joined the meeting.

XII.3. Proposed Board Policy IIAA — Request for Reconsideration about Curriculum/Instructional/Library Materials (2nd Read)

Presenter: Rob Hess, Chief of Staff

Mr. Hess said the board needed to decide whether they wanted version two, a simplified version of board policy IIAA, or version one, which would make the current AR the IIAA policy.

MOTION: Vice Chair Lafer moved, seconded by Ms. Newman to adopt version one, making the current AR Board Policy IIAA.

Chair Rabasa asked if there was any discussion.

Mr. Hess emphasized that there was language in version one that said, "assistant superintendent of instruction." That position would not move forward, so the language would be modified to say, "superintendent or designee."

Chair Rabasa sad when the board first saw this, Ms. Newman requested that a form be removed.

Mr. Hess said that form would become the AR.

Superintendent Dey said he believed a friendly amendment to the motion was needed to reflect the change in the language from assistant superintendent of instruction to superintendent or designee.
Vice Chair Lafer accepted the friendly amendment.

MOTION: Vice Chair Lafer moved, seconded by Ms. Newman to adopt version one, using the modified language of "superintendent or designee", making the current AR Board Policy IIAA.

Chair Rabasa called for a vote.

The motion passed (5:1:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Ms. Kauffman, and Ms. Hsu voted in favor of adopting version one, using the modified language of "superintendent or designee", making the current AR Board Policy IIAA.

Ms. Newman voted against adopting version one, using the modified language of "superintendent or designee", making the current AR Board Policy IIAA.

XII.4. Complaint Decisions

Andy Dey, Superintendent; Maya Rabasa, Board Chair

Chair Rabasa said the board tabled their decision regarding the complaint from March 14, 2023.

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to adopt a statement of censure against 4J Board member Laurel O'Rourke, for her behavior outlined in the March 14, 2023, complaint.

Chair Rabasa asked if there was any discussion.

Ms. Hays said when this was discussed at a previous meeting, it was proposed that Ms. O'Rourke would be given the opportunity to respond. It seemed like the board was not offering that opportunity. Before she could vote on this, she would like to see the Facebook posts in question. She knew that Chair Rabasa, and Vice Chair Lafer were in the closed Facebook group that the posts were made. Therefore, they may have seen the posts, but she was not a member of that group and did not see the posts. To issue a statement of censure against Ms. O'Rourke without giving her the chance to respond was a horrible precedent to set. She was in favor of fairness and giving people the chance to defend themselves. She would like to see the Facebook content from two months before this situation blew up. She hoped the board would not set the precedent of one-sided retaliation for the new board. Ms. Hays said the complainant said they filed the complaint to protect Chair Rabasa and Vice Chair Lafer for the way Ms. O'Rourke treated them.

Chair Rabasa said she questioned whether to bring reports from the community into this or decide based on what was stated in the complaint. When the board looked at complaints, they were supposed to analyze what was stated in the complaints.

Ms. Hays asked Chair Rabasa if she thought there was a need to dig deeper, or just decide based on what was stated in the complaint.

Chair Rabasa said that was how the board handled every complaint that she was involved with. Complaints were handled by analyzing information in the complaint or asking for an investigation or a hearing. The board rejected both an investigation and a hearing.

Ms. Hays said maybe the board needed to reconsider an investigation.

Chair Rabasa said the board approved an investigation for the recent complaints filed under the category of racial harassment.

Ms. Newman said the board ruled out a hearing, but they did not vote on an investigation. Having a better idea of what took place would be important to her.

Chair Rabasa said unfortunately, the board did not make a motion to have an investigation two weeks ago and now the board was at the limit with the extension of time that was granted by the complainant.

Vice Chair Lafer said this was frustrating. The board had a complaint from someone who provided information. He absolutely thought the board had to take the complainant's word on this, being that they were a 4J employee complaining about being treated poorly by a 4J Board member. The complaint was submitted in March 2023. Ms. O'Rourke had multiple opportunities to weigh in and share her side of the story. He proposed at the last meeting that the board approve a hearing, which was what the complainant asked for. The board majority did not support that motion. The board was about to dismiss this complaint. Ms. Hays and Ms. Newman voted against having a hearing. He felt strongly that Ms. O'Rourke had chosen not to say anything. The board had the information in the complaint and were up against a deadline to resolve this. Board members chose not to get more information at the last meeting by voting down a hearing. The complaint came from an employee in the district. The board had to act on it.

MOTION: Chair Rabasa moved, seconded by Ms. Hays to extend the discussion about the March 14, 2023, complaint.

Chair Rabasa called for a vote.

The motion failed (1:5:0).

Chair Rabasa voted in favor of extending the discussion about the March 14, 2023, complaint.

Vice Chair Lafer, Ms. Hays, Ms. Kauffman, Ms. Hsu, and Ms. Newman voted against extending the discussion about the March 14, 2023, complaint.

Chair Rabasa called for a vote on the first motion.

The motion passed (4:2:0).

Chair Rabasa, Vice Chair Lafer, Ms. Kauffman, and Ms. Hays voted in favor of adopting a statement of censure against 4J Board member Laurel O'Rourke for her behavior outlined in the March 14, 2023, complaint.

Ms. Newman and Ms. Hays voted against adopting a statement of censure against 4J Board member Laurel O'Rourke for her behavior outlined in the March 14, 2023, complaint.

There were no other comments or questions.

Chair Rabasa called for a five-minute break at 9:53 p.m.

XIII. ITEMS FOR ACTON AT A FUTURE MEETING

XIII.1. Eugene Police Department: Discuss a Reimagined Affiliation with EPD
Presenter: Andy Dey, Superintendent

Superintendent Dey said the board decided to end the relationship with the Eugene Police Department (EPD) in June 2020, with the intention of revisiting the topic at a later time. He thought it was a good time to resume discussion regarding a partnership between the 4JSD and the EPD and was interested to hear the board's thoughts about what a partnership would entail.

Chair Rabasa asked if the board had any questions or comments.

Vice Chair Lafer said the partnership would likely resume after his term on the board had ended. Despite that, he would not want to see a partnership like the last one. He believed the discussion in June 2020 ended with the idea that a future partnership with EPD would entail police who were assigned as dedicated staff and trained to de-escalate situations and deal with school-aged children, but would operate from a central location, as opposed to being on the school grounds. He did not want to see students criminalized and dragged into the criminal justice system. He would like to see a proposal that outlined the clarity of EPD roles.

Ms. Hsu said she would like to hear input from students about this, specifically, students who were targeted or marginalized.

Ms. Newman suggested modeling a program after other successful programs in the community.

Chair Rabasa said she would not support having uniformed police officers in 4J schools. She supported Ms. Hsu's suggestion to get input from students. She thought it may be worth exploring the idea of applying funds for this program to EPD professional development, so EPD could incorporate de-escalating situations involving school-aged children into their professional development programs. Whether a new partnership was developed or not, 4J would continue to call EPD as needed.

Ms. Newman said she would benefit from knowing exactly what types of situations required the EPD, and how frequently they were called in a specified timeframe. That would provide a clear picture of where the holes were, and a foundation from which a program could be developed.

Superintendent Dey said he had enough information to begin the process of creating a proposal for EPD and would provide information to the board at the June 21, 2023, meeting.

There were no other comments or questions.

XIII.2. FY 2023/2024 Budget Adoption

Presenter: Matt Brown, Finance Director

The board received enough information about the budget during the public hearing, agenda item IX. There were no comments or questions.

XIII.3. Approve Revisions to Board Policy JGAB — Use of Restraint and Seclusion (1st Read)

Presenter: Rob Hess, Chief of Staff

The OSBA added language to this policy, though it was minor, it was important. The change was reflected on page 128 of the policy, which stated "The use of a seclusion cells were prohibited." He noted a seclusion cell was defined as a lockable, freestanding structure to isolate students. Unrelated, he noted that the MAPS program for de-escalating situations involving troubled students was good, and many 4J staff members had been trained in the program's procedures.

Chair Rabasa asked if other areas in a school could be used as seclusion cells, i.e., a principal's office, in this policy.

Mr. Hess said he would inquire with OSBA to determine the answer.

Chair Rabasa said perhaps prohibiting seclusion in general could be written into 4J policy.

Mr. Hess said secluding students was intended to give them the opportunity to gather themselves and cool down from emotionally tense situations. The modification to the policy was to prohibit locking students in a freestanding cell, from which they could not get out.

Ms. Hsu said it seemed like the new policy was restricting seclusion, regardless of how seclusion was defined.

Mr. Hess said the only change was prohibiting seclusion cells as defined, i.e., a lockable, freestanding cell. Seclusion itself was acceptable but needed to be carefully documented and reported/ When seclusion occurred, it had to be documented in a report and submitted to the Oregon Department of Education (ODE) each year. It was permissible to have seclusion, just not a seclusion cell, which was a freestanding locked space.

Chair Rabasa said that meant it was permissible to seclude a student in the principal's office, or a classroom.

Mr. Hess said yes.

Chair Rabasa said the door could not be locked, and asked if it could be held closed to prevent a student from leaving.

Mr. Hess said he was not the expert on that but knew that was the type of situation that would definitely need to be documented and reported.

Ms. Newman said she guessed that a few laws suits occurred and that was the reasoning for this policy amendment. Regardless, if the federal government required it to be included in the policy, it had to be included.

Chair Rabasa said if a student was told they could not leave a room, then there was a good chance the student would be psychologically convinced they could not leave the room. If a student was at risk of harming themselves and not others, wouldn't seclusion be counterproductive.

Superintendent Dey said in those cases, students had to be supervised at all times. Seclusion from peers was what the policy referred to.

Chair Rabasa said this policy would probably impact 4J's disabled students more than any other students and requested to know how the perceived imminent harm to oneself or others was defined.

Mr. Hess said he would get answers to the board's questions and report back.

Ms. Newman said in the MAP training, imminent danger to self or others was clearly defined.

There were no other comments or questions.

XIII.4. Consider Proposed Board Policy EFA — Local Wellness

Presenter: Rob Hess, Chief of Staff

Mr. Hess said the recommendations from OSBA were to expand physical education class lengths, improve mental health connections, and improve food and nutrition for overall wellness. These things were rolled into one policy. It was a lengthy process and 4J staff hoped the board would take the time to work on it. The new policy would incorporate multiple stakeholders and it would require a triannual progress assessment. It would also require that the district set goals for wellness. The information provided to the board was everything they could decide to include in the policy but were not required to. This process would require discussion, decision making and prioritizing. The big picture was incorporating wellness into the policy, setting goals, and reporting on progress.

Mr. Hess noted that 4J had a world-class food and nutrition and exercise program because people intentionally made those improvements.

There were no other comments or questions.

XIV. BOARD SUGGESTED ITEMS FOR A FUTURE MEETING

There were no suggested items for a future meeting.

XV. ADJOURNMENT

Chair Rabasa adjourned the meeting at 10:34 p.m.



Andy Dey
District Clerk



Maya Rabasa
Board Chair

(Recorded by Diana Tisdale, LCOG) Approved 6/21/23

MINUTES OF THE REGULAR BOARD MEETING OF THE BOARD OF DIRECTORS EUGENE SCHOOL DISTRICT 4J, LANE COUNTY, OREGON

Date: June 21, 2023

Revised August 16, 2023

The Board of Directors (BOD) of Eugene School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 5:00 p.m. and a regular BOD meeting at 7:00 p.m. in-person at the Education Center, 200 North Monroe Street in Eugene, Oregon, via live-stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on June 16, 2023.

ROLL CALL

BOARD MEMBERS PRESENT:

Maya Rabasa, Chair
Gordon Lafer, Vice-Chair
Michelle Hsu
Alicia Hays
Judy Newman
Keerti Hasija Kauffman

STAFF:

Andy Dey, Superintendent
Debbie McKim
Melissa Ibarra
Art Hart
Rob Hess
Jenna McCulley
Matt Brown
Collina Beard

STUDENT ADVISORY PANEL MEMBERS:

Churchill High School (CHS)
North Eugene High School (NEHS)

MEDIA PRESENT:

KRVM
KVAL

I. EXECUTIVE SESSION

The board convened in executive session to review and evaluate the employment-related performance of the chief executive officer.

The board will consider records that are exempt by law from public inspection pursuant to ORS 192.660 (2) (f). Executive Sessions are not open to the public. All matters discussed during executive sessions are confidential and shall not be disclosed by any representatives of the news media without authorization by the school board.

Agenda Item Type: Action Item

Executive Session Adjourned at 6:40 p.m.

II. REGULAR BOARD MEETING

III. CALL TO ORDER, ROLL CALL, FLAG SALUTE LAND ACKNOWLEDGEMENT

Chair Rabasa called the regular meeting to order at 7:00 p.m. She said the names of board members who were present. Superintendent Dey led the flag salute, and Chair Rabasa read the Land Acknowledgement.

IV. AGENDA REVIEW

There were no changes to the agenda.

V. RECEIVE REPORTS FROM HIGH SCHOOL REPRESENTATIVES

The representative from CHS said it had been a roller coaster year, but students got through it.

The representative from NEHS said there had been ups and down throughout the year, but students got through it. There was anxiety among students about the new building, but students would adapt. Students hoped the memorials around the old school could be salvaged and preserved.

There were no other comments.

VI. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Dey said tonight was the final meeting of the school year and the final meeting with this configuration of board members. He expressed his appreciations and respect for each departing board member. He also expressed his gratitude for each of his colleagues within the 4J School District. He noted the following accomplishments made throughout the year:

- The New Secondary Semester Schedule
- The Value-driven Classified Labor Agreement
- The Reorientation of Resources
- The Expansion of Edison Elementary School
- The New North Eugene High School

He thanked everyone for their hard work throughout the year and especially thanked everyone who volunteered. He looked forward to expanding the relationships he made during his first year as superintendent.

There were no other comments.

VII. ITEMS RAISED BY THE AUDIENCE

Allison Johnson said she was a teacher at Yujin Gakuen (YG) and the parent of an eighth grader at Kelly Middle School (KMS). She asked the board to base their decision regarding the future for YG and KMS off of what would be best for the students. She expressed her concerns over the three solutions proposed to solve the co-location of YG and KMS at the North Eugene Visioning Committee meeting.

Jeni Canaday shared insight regarding the district's policy for restrained and secluded students. She stated that she was the mother of a blind and autistic young man that

was restrained and secluded in 4J schools several times as a child. She had heard reports that children in 4J schools were still being dragged by their arms against their will. She also heard reports of adults still holding the door shut to prevent students from leaving a room. While progress had been made since the days when her child was restrained and secluded, there was still work to do. 4J staff needed to be mindful about how restraint and seclusion policies would be implemented in a real situation. Understanding neurodivergence and sensory challenges would be a good foundation for implementing these policies.

Georgiann L. Jones said she was an education assistant who managed the 4J Restorative Practices Program. In 2021, this board voted to match 50 thousand dollars so work could continue in the program. Members met with Superintendent Dey in August 2022, to update him on the work that had been done. At the time, he was unaware of the program. Since then, no further communication had occurred. She recently was injured outside of work and told she could not return after a two-week leave. She was also told all work in the restorative practices program had to stop. She asked the board if they wanted the work in restorative practices to continue in the 4J district.

Kelly Stroh said regarding the future of YG and KMS, the district asked for community input, and they needed to listen to community input. The community strongly opposed the idea of moving YG to the Willard location. YG was a north region program and wanted to stay in the north region.

Roscoe Caron said he was a retired 4J middle school teacher. He thanked departing board members for their service to the district and highlighted some of their accomplishments.

Amanda Hvass thanked departing board members for their work and accomplishments. She asked that the board responds to parents' fears, requests, and concerns with openness and create a culture that allowed for different thoughts to be shared.

Larry Lewin said he was a retired 4J teacher. He thanked everyone in the district for their service and especially the departing board members. He acknowledged Tom Di Liberto, Morgan Munro, Jenny Jonak, and Rick Hamilton as the new board members.

Zoe Ketner Gladstone said she was the parent of 4J students. She voiced her support for LGBTQIA+ students and 4J policies regarding those students. One of her children identified as non-binary and trans and they had received wonderful gender affirming care in 4J. Her child joined the Gender Sexuality Alliance (GSA) in the presence of teachers who were out. It was important that teachers felt safe enough to come out to show students that there was a future for them. All parents want their children to experience joy and survive. She thanked the board members for their support of LGBTQIA+ students and all the things they put in place to make 4J schools safe for all students.

Caroline Howell said their daughter just graduated kindergarten at YG. She said people were all more alike than they were different. She applauded the 4J board for embracing cultural diversity and supporting the YG program. She said in order for YG to thrive, it needed to stay in the north region and have its own space. If it were to remain co-located with another school, YG would need its own cafeteria, classrooms,

performance space, and gymnasium. She noted if there were more immersion programs, the world would be a better place.

There were no other comments.

VIII. COMMENTS BY EMPLOYEE GROUPS

Sabrina Gordon introduced herself as the President of the Eugene Education Association. She expressed her appreciation to the board for guiding the district and supporting 4J students and educators. She noted special appreciation to those who would be stepping down from their positions on the board and said each of them had made a significant impact on students and staff. She encouraged the remaining board members and those who would be stepping into their roles to practice awareness and seek out opportunities for alignment.

There were no other comments.

IX. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Kauffman noted it would be her last board meeting. She congratulated all graduating students and thanked fellow board members for appointing her as a board member. She said she was particularly proud to have voted on the historical agreement with the Oregon School Employee Association (OSEA) and limiting guns in schools. She hoped the support for libraries and librarians could continue. She hoped the administration would focus on things that were not easy but were best for teaching and learning. She hoped everyone would continue to learn from people who came from different parts of the world. Eugene needed a wider lens to view worldly thoughts and practices. Eugene had a long way to go before it reached racial equality. It would be hard to achieve that without giving a genuine voice to populations of color. Not only having their voices heard, but also acted upon. Eugene did a good job of appreciating different cultures but was not doing as good as it could to incorporate them. She felt the board did a good job on ensuring quality public education, but that conversation needed to continue, not just regarding academics, but also including the arts. Both academics and arts would bring a higher quality of life to people in the community. She thanked the 4J staff for the work that they do.

Ms. Newman congratulated all the graduating students and thanked all the employees of the district. She was grateful for such a talented and committed staff. She also thanked student representatives and said it was important for the board to hear their perspectives. She had the opportunity to be an advisor to an online student this year. Through that, she learned a lot about the Eugene online program. She thanked fellow board members, especially those who would be departing from their positions. She was impressed with the level of dedication that board members had for the students, and the district.

Vice Chair Lafer thanked everyone for their kind words. He expressed his appreciation for all the queer and trans students and staff who enriched the community by being their true selves. He noted the South Eugene High School (SEHS) gender inclusive ultimate frisbee team just won the national championship for the second time. He thanked all the students, parents, and community activists who he had the privilege to work with over the past four years. He especially thanked every member of the 4J staff, so many of whom worked above and beyond their required duties. They were generous with their time, and their expertise taught him how things actually worked in the district, resulting in his ability to make good decisions regarding policies and budgets. He

thanked Maya Rabasa for her dedication and time and said nobody spent more volunteer hours in 4J schools before joining the board than she did. It was clear that Maya Rabasa was on the board because she wanted to make schools better for students. Unrelated, he noted there was a national movement to do away with grades and he supported that. Every year, high performing students got the message that they were impressive, but the majority of students were given the message that they were not. The message being sent to them was that they should not think too much of themselves, they should get used to following instructions, and lowering their expectations so they could grow up to be non-rebellious workers. He shared the following message from a 4J teacher:

"A big shout out to all the kids who did not win an award or make honor roll, and barely made it through the school year, who never gave up even when they wanted to. A big hug to the moms, dads, grandparents, and guardians that stuck by them as they maneuvered the school year. To the kids that didn't get invited to the prom, didn't get a scholarship to college, and perhaps have to go straight to work out of high school, you're also worthy of congratulations and posts with people talking about how amazing you are. To the kids on IEP's, 504, or whatever they struggle with, those who have to work twice as hard as other students just to get a C, their achievements deserve recognition too. Kindness, hard work, creativity, and generosity, these are the things we need to celebrate in all of our kids."

Lastly, Vice Chair Lafer said the board would vote on board leadership tonight. When the new board came in, they would go along with the recommendation or to reject it. He was in favor of Maya Rabasa being the chair again and Jenny Jonak being the Vice Chair. Ms. Jonak was a 4J parent, PTO co-chair, accomplished champion of equity, and a longtime community leader. He wanted to make that known to all the people who would not be in attendance during that portion of the meeting later tonight.

Ms. Hsu said being on the board for the past year was eye opening. She realized that she represented many marginalized identities. She arrived in the United States after living in Asia for 13 years, but she was as American as anyone else. She went through a huge learning curve as a board member. Though she was finally getting the hang of it, she decided not to pursue another term. Her perspectives were met with a wide range of reactions. She echoed a lot of what Ms. Kauffman said and noted that she did not represent the status quo. She was not comfortable speaking in public. She would rather listen, contemplate, and represent the introverts. She encouraged the district to invest in what she thought was the highest priority, which was belonging. She thoroughly enjoyed interacting with students and her fellow board members. She also enjoyed listening to teachers and the community. She would continue advocating until every school had their own library. She congratulated graduating students, new board members, and everyone who invested in 4J.

Ms. Hays congratulated the graduates and notes the quote that Vice Chair Lafer read from the teacher was true. As she looked onto the audience, she said she did not always agree with many of them, but she did learn from all of them. She expressed appreciation for 4J staff who supported the board. She thanked everyone for the opportunity to serve as a board member. In the past 16 years, she witnessed the shift in allowing more voices that normally did not get heard, i.e., queer kids, and kids of color, to be heard. Families had been more included, and the district needed to continue that trend.

Chair Rabasa described a few end-of-the-year tasks. She thanked the 4J staff for their hard work, and thanked students for learning and growing with their peer groups and trusting the board with their education. She echoed Vice Chair Lafer's excitement for the gender neutral ultimate frisbee teams' championship win. She thanked the board for the work they had done this year. It had been a rewarding year and they had accomplished a lot. She especially thanked the four board members who would not be returning for another term. She was lucky to have served alongside a dedicated collection of board members and said she learned different things from each of them. She would carry the lessons they gifted her to the table every time she engaged the role of a 4J board member.

There were no other comments.

Ms. Kauffman left the meeting.

X. CONSENT GROUP

X.1. Approve Revisions to Board Policy JGAB – Use of Restraint and Seclusion
Presenter: Andy Dey, Superintendent

X.2. Delete Administrative Rule IIA–AR (2) – Request for Reconsideration Process and Form

X.3. Approve Board Minutes from June 7, 2023

X.4. Approve Fiber Optic Infrastructure Investment in Obtaining Optics, Multiplexers, and Cabling

X.5. 2023 / 2024 Signing Authority

X.6. 2023 / 2024 Purchasing Authority

X.7. Set Tuition Rates for 2023 / 2024 School Year

X.8. Supplemental Budget for FY 2022 / 2023

X.9. Request for Proposal (RFP) Investment Services

X.10. MOA with EEA to Modify Compensation for Extra Duty Compensation Related to Athletics

X.11. Approve MOA with EEA to Pilot New Structure for Compensation Related to Teacher Leadership plans in the 2023-24 School Year

X.12. Approve the Maxim Healthcare Staffing Contract for Nursing Services (2023-24)

X.13. Secondary Health Instructional Materials Adoption

X.14. Approve the Partnership between Eugene SD 4J and The Science Center

X.15. Approve the Educational Surrogate Project with CASA (Court Appointed Special Advocates)

MOTION: Vice Chair Lafer moved, seconded by Ms. Hays to adopt the Consent Group as presented.

Chair Rabasa asked if there was any discussion.

There was no discussion. Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hsu, Ms. Hays, and Judy Newman, voted in favor of adopting the Consent Group as presented.

XI. ITEMS FOR INFORMATION

XI.1. Overview of the work to implement a new Office of the Ombudsperson for the Eugene School District 4J

Presenters: Andy Dey, Superintendent
Brett Harris, University of Oregon Ombuds

4J board members expressed a desire to learn more about the University of Oregon (UO) Ombuds Program at the beginning of the school year. Ms. Harris helped develop the UO Ombuds Program. She now served as the ombuds services assistant vice president. The ombuds program offered comprehensive conflict resolution services. This can pertain to individual or group conflict, or systematic issues. She noted that Superintendent Dey made it clear that the ombuds services should be in line with the International Ombuds Association standards should the district pursue a partnership. The ombuds role and function were neutral, and they do not take sides or represent individuals.

Chair Rabasa said she was excited that an ombuds program would soon be integrated into the 4J district.

There were no other comments or questions.

XI.2. Board Self-Reflection

Presenter: Jenna McCulley

The goal of the self-assessments was to set up a starting point for future conversations. Assessment results reflected a lot of alignment among board members answers, but also identified the need for work to be done regarding communication and trust among the board. It was also identified that facilitation for onboarding work, the annual retreat, and goal setting may be beneficial. Ms. McCulley suggested that the board allow 4J staff to set them up with a facilitator, so they could enter the school year with a firm understanding of their work.

Chair Rabasa said a decision would be made with the new board members.

There were no other comments or questions.

XI.3. Receive Update on Legislative Session

Presenter: Judy Newman, Legislative Subcommittee Chair

Ms. Newman said there was not much to report but it seemed that budgeting was still on track for a 10.2-billion-dollar state school fund.

Chair Rabasa asked if funds would be diverted from the Student Investment Act to offset the cost of the early literacy initiative.

Ms. Newman said she believed the early literacy initiative would move forward and be funded with the general fund. She said she would find out the answer and report back.

There were no comments or questions.

XII. ITEMS FOR ACTION

XII.1. Review Community Engagement Responses to Co-Location Concerns at 850 Howard Avenue

Presenter: Jenna McCulley, Director of Communications, and Intergovernmental Relations

Ms. McCulley said the board decided that a three-part plan would be put in place to resolve the co-location of YG and KMS at 850 Howard Street. Phase two, community engagement, was now complete. The board decided to present all the viable options that staff compiled to the community to get their input. Following community engagement, alternatives were presented to the north region subcommittee, and it was decided that worked previously done by the subcommittee would be honored as part of this process. Viable options were narrowed down to the following three options:

- Continued Co-location with Building Modifications
- Moving YG to the Willard Building
- Identifying an Alternative Space for Administrative Services so YG Could Occupy 200 North Monroe Street and stay in the North Region

She asked if the district needed anything else from staff in order to decide.

Ms. Kauffman re-joined the meeting.

Ms. Hays asked how it was narrowed down to those three options.

Ms. McCulley said it was clear that there were funding challenges with many of the viable options. The district considered community feedback and the amount of money allotted in the current budget for this project to narrow it down to three realistic options.

Ms. Hays said if options were not feasible financially, they should not have been presented to the community. She asked for more information about the 200 North Monroe Street location.

Superintendent Dey said the district owned the property at 200 North Monroe Street. It was suitable for instructional use and was located in the north region. Administrative functions could be moved elsewhere, and the space could be utilized as a school for the YG program.

Ms. Newman asked for specific details about 200 North Monroe Street, regarding the timeline.

Ms. McCulley said no matter what the board decided tonight, the next phase of the project would be long-range planning. Specific timelines would be identified at that time. The board's decision tonight would allow staff to build a timeline around their decision.

Ms. Hays asked if program moves were board decisions or part of the superintendent's purview.

Superintendent Dey said that would normally be in the superintendent's purview, but in this particular case, it could be a joint decision between him and the board.

Vice Chair Lafer proposed the following:

- End Co-location at YG and KMS by the end of the 2023 / 2024 School Year
- Direct the Superintendent to Locate the Appropriate Location for YG
- Commit to Keeping Staffing Levels at YG and KMS Stable During the Transition Period

Chair Rabasa requested that Vice Chair Lafer make three separate motions with discussions between each.

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to end co-location at 850 Howard Street by the end of the 2023 / 2024 school year, at which time, that location would become the exclusive site for KMS.

Ms. Hays clarified that this motion meant that Superintendent Dey would find the appropriate location for YG, which would either be the Willard building or 200 North Monroe Street.

Superintendent said that was his understanding.

Ms. Newman said that motion basically put a one-year timeframe on the co-location. She was concerned about voting on that without a comprehensive timeline from staff.

Chair Rabasa said though there were many unknown factors with the 200 North Monroe Street alternative, if the board did not commit to a timeline, this could potentially drag on too long. Voting in favor of this motion would ensure the work would get done to resolve

this situation. She noted the solution should be based on making YG a viable K-12 program.

Ms. Newman said she agreed with Chair Rabasa's thoughts, but this motion would change the plan from deciding tonight to setting a date. The board did not have the data to determine a date.

Superintendent Dey said moving YG to the Willard location could be done in a short amount of time but moving YG to 200 North Monroe Street permanently would take more than a year.

Ms. Newman said voting in favor of this motion was making a back door decision. If the board voted to move YG to 200 North Monroe Street, which would take longer than one year, the board would need to move twice or co-locate at the 850 Howard location for longer.

Ms. Hays said moving YG to Monroe Street required designing the building for school functions and finding a location for administrative services.

Superintendent Dey said those things would happen simultaneously.

Chair Rabasa said the work to accomplish that would need to be progressive and expressed concerns that two years would not be enough time.

Superintendent Dey confirmed that to be a possibility but noted that the Willard building could be a temporary location for YG until 200 North Monroe Street was ready.

Chair Rabasa asked if there was any discussion.

There was no discussion. Chair Rabasa called for a vote.

The motion passed (4:2:0).

Chair Rabasa, Vice Chair Lafer, Ms. Kauffman, and Ms. Hsu voted in favor of ending co-location at 850 Howard Street by the end of the 2023 / 2024 school year, at which time, that location would become the exclusive site for KMS.

Ms. Newman, and Ms. Hays voted against ending co-location at 850 Howard Street by the end of the 2023 / 2024 school year, at which time, that location would become the exclusive site for KMS.

MOTION: Ms. Hays moved, to instruct Superintendent Dey to find a suitable location for administrative services and move YG to 200 North Monroe Street. There was no second for this motion.

Chair Rabasa said she did not know if it was appropriate for Ms. Hays to jump in and make a motion when she requested Vice Chair Lafer make his motion in three separate parts.

Vice Chair Lafer said he was unclear about whether Ms. Hays motion would stipulate that all viable options for administrative services would remain within the 10-million-dollar budget for this project.

Ms. Hays said she could not put a dollar amount on finding a location for administrative services.

Ms. Newman was confused about the motion and asked for clarification.

Superintendent Dey said whether it was included in the motion or not, one of his first priorities would be to explore all possible options at 200 North Monroe Street because the district owned the property, it was zoned for instructional use, and it was in the north region.

Chair Rabasa stated that Ms. Hays motion was not accepted.

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to direct Superintendent Dey to identify a permanent home for YG that would include the long-term viability of the K-12 program.

Chair Rabasa asked if there was any discussion.

Ms. Newman said she was having trouble with the fact that the board changed what they would be voting on tonight.

Vice Chair Lafer said there were a lot of unknowns, but the board needed to ignore that and decide tonight. If not, this would be given to the new board in August, which meant starting discussions from scratch. A permanent home in the north region for YG would be Superintendent Dey's top priority.

Ms. Hsu said this board inherited this situation. She wanted to decide tonight and start the process of resolving this issue.

Ms. Kauffman said she trusted staff and the process. The community had said co-location was not an option. She was comfortable with giving this project to Superintendent Dey who was entrusted in making good decisions for the community.

Chair Rabasa said she did not have enough information to make the decision between the Willard building or 200 North Monroe Street. This motion would allow Superintendent Dey to ensure both sites received the attention and consideration that they deserved.

Ms. Hays said the board was supposed to decide and this motion was not deciding.

Chair Rabasa said it was not in the boards purview to make this decision.

Ms. Newman said she did not see any other option being possible in one year other than the Willard building. Superintendent Dey said earlier that YG would not be able to move to 200 North Monroe in one year.

Chair Rabasa called for a vote.

The motion passed (4:2:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hsu, and Ms. Kauffman voted in favor of directing Superintendent Dey to identify a permanent home for YG that would include the long-term viability of the K-12 program.

Ms. Newman and Ms. Hays voted against directing Superintendent Dey to identify a permanent home for YG that would include the long-term viability of the k-12 program.

MOTION: Vice Chair Lafer moved, seconded by Ms. Hays to maintain current staffing levels at YG and KMS during the transition period.

Vice Chair Lafer said staffing was based on enrollment levels. Through the transition period, enrollment may drop. Approving this motion would prevent staffing levels from dropping.

Ms. Hays asked Vice Chair Lafer to define transition.

Vice Chair Lafer said the timeframe of the transition would extend to the end of the first full school year at the permanent location.

Superintendent Dey said he would not make any decisions for a one, or two-year staff savings that would hurt the long-term viability of YG. He clarified there was no difference in the value of YG or KMS to the overall district.

Chair Rabasa said if YG were to move to the Willard building, it would impact the enrollment of KMS eventually.

Superintend Dey said at this point, he would not commit to adding YG staff to KMS if YG were moved to the south region.

There was no more discussion. Chair Rabasa called for a vote.

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hsu, Ms. Kauffman, Ms. Hays, and Ms. Newman voted in favor of maintaining current staffing levels at YG and KMS during the transition period.

XII.2. FY 2023 / 2024 Budget Adoption

Presenter: Matt Brown, Director of Finance

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to adopt the FY 2023 / 2024 Budget.

Chair Rabasa asked if there was any discussion.

Vice Chair Lafer asked what the district would do with the extra revenue if the state school budget went from 9.9 to 10.2 billion dollars.

Superintendent Dey said he would most likely use the money to work staff, expand access to libraries and librarians, launch developmental kindergarten classrooms as needed, and providing high-quality instructions.

Vice Chair Lafer proposed the following amendment to his motion:

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to direct Superintendent Dey to do the following in the event that the FY 2023 / 2024 budget was adopted, and additional school state funding was made available:

- Incorporate a Minimum of Five New Certified Teacher Librarians
- Work with the Librarians to Determine Where They Would be Placed
- Librarians Would Present Their Recommendations for Placement to The Board
- The Final Decision for Placement Would be Made by Superintendent Dey

Ms. Newman asked Superintendent Dey if he thought there were higher priority uses for those funds in the district.

Superintendent Dey said adding librarians was one of his priorities. He asked the board to not hold him to hiring five librarians. He did not think that was a high-quality decision. His top three priorities were increased access to libraries and librarians, developmental kindergartens, and increased staff.

Ms. Hays said she understood the importance of librarians and the other items on Superintendent Dey's list of priorities, but she did not think it was right to end her tenure telling the district how to spend money.

Superintendent Dey asked what it would mean for librarians to report their recommendations for placement to the board.

Vice Chair Lafer said it would mean that the teacher librarians would present their recommendations based on what they thought made the most sense, but ultimately, it would be Superintendent Dey's decision.

Chair Rabasa called for a vote.

The motion passed (4:2:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hsu, and Ms. Kauffman voted in favor of directing Superintendent Dey to do the following, in the event that the FY 2023 / 2024 budget was adopted, and additional school state funding was made available:

- Incorporate a Minimum of Five New Certified Teacher Librarians
- Work with the Librarians to Determine Where They Would be Placed
- Librarians Would Present Their Recommendations for Placement to The Board
- The Final Decision for Placement Would be Made by Superintendent Dey

Ms. Newman and Ms. Hays voted against directing Superintendent Dey to do the following, in the event that the FY 2023 / 2024 budget was adopted, and additional school state funding was made available:

- Incorporate a Minimum of Five New Certified Teacher Librarians
- Work with the Librarians to Determine Where They Would be Placed
- Librarians Would Present Their Recommendations for Placement to The Board
- The Final Decision for Placement Would be Made by Superintendent Dey

Chair Rabasa called for a vote on the adopting the FY 2023 / 2024 budget.

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hsu, Ms. Kauffman, Ms. Hays, and Ms. Newman voted in favor of adopting the FY 2023 / 2024 budget.

XII.3. Approve the Job-Related Performance Evaluation of the Chief Executive Officer and Resolution of Change to Contract of the Chief Executive Officer

Presenter: Maya Rabasa, Board Chair

Chair Rabasa said the process was conducted using a tool that the board agreed upon. Input from board members was compiled into a formal evaluation. She read the following summary of the evaluation:

"The Board of Directors of the Eugene School District 4J has completed its annual review / performance evaluation of Superintendent Dr. Andy Dey. Completing your first year as superintendent, the board **commends** you for your overall job performance and commitment to advancing the goals of the district. Dr. Dey, the board is supportive of your direction to focus the district's work on three key areas, timely communication and meaningful engagement, equitable advancement, and access for all students, with an amplified focus on the needs and desires of our underserved students and families, and safety and wellbeing of students and staff. These focused areas are clearly responsive to the input from our community, and the needs of staff, students, and their families. In these focused areas, the board appreciates that you have acted boldly in your first year and the district has benefited greatly from your actions. In reviewing the past year, the board identified key areas of success. Superintendent Dey, your annual evaluation included six areas identified from the district Vision 2020 Strategic Plan, educational excellence with equitable access and outcomes for every student, multiple pathways to student success, communication and connection with the community, diverse and world-

class workforce, stable and sustainable stewardship, and administrative performance. The board particularly appreciates your openness to providing feedback from diverse stakeholders, and a willingness to modify and adjust plans accordingly. This included diversifying the modes in which the district receives feedback. The board particularly appreciates this, as members have heard positive feedback on these innovations from our community. Additionally, the board believes your reorganization of the district leaders marks the positive and important step forward that will lead to enhanced practices and culture and improve the district's effectiveness as an organization, as well as your leadership and commitment to the district's Grow Your Own Program, that is positively impacting the district's ability to build and retain a diverse, world-class workforce and positioning the Eugene School District 4J as the leader in expanding diversity in K-12 workforces. Dr. Dey, the board supports the work you have initiated during this academic year and continues to encourage you to enhance communication systems that build understanding and trust in the district's operations and decisions. The Eugene School District 4J Board of director's considers the district fortunate to have you as its leader. We look forward to an ongoing partnership as the work you have begun this year continues to bear fruit in the form of excellent educational opportunities for our students. In completing this evaluation, the school board would like to thank you for your service, and we propose amending your contract and extending it as agreed upon."

MOTION: Vice Chair Lafer moved, seconded by Ms. Hays to approve the job-related performance evaluation of the chief executive officer, and amend Superintendent Dey's contract to extend it as agreed upon.

Chair Rabasa asked if there was any discussion.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hsu, Ms. Hays, Ms. Kauffman, and Ms. Newman voted in favor of approving the job-related performance evaluation of the chief executive officer and amending Superintendent Dey's contract to extend it as agreed upon.

XII.4. Partnership with Eugene Police Department (EPD)

Presenter: Andy Dey, Superintendent

Superintendent Dey expressed his desire to get the boards approval of renewing a partnership with the EPD. He was not interested in having uniformed police officers stationed at schools. The partnership would acknowledge the changes in the district and the community, by focusing on youth support. He did not want the police to assume an enforcement posture within the schools. The partnership would involve more than assistance when a student was in trouble. The district would want to explore a more effective program, i.e., a network approach to protective factors for young people, with a focus on mental health and skilled professionals attending to the mental health needs of students, administrators attending to violations made to the student code of conduct, and restorative practices. The district would have a say in the type of training that responding

police officers would have. The district would implement the things that were learned from the past EPD partnership, to avoid the same problematic situations.

Vice Chair Lafer said it would be important to him that police not be uniformed, and not be based in schools. A clear line needed to be developed for what officers should and should not do.

Chair Rabasa was interested in exploring alternative partnerships, or looking for examples of a reimagined partnership that was refreshing and positive, i.e., an EPD officer that was employed by 4J.

Ms. Newman asked Superintendent Dey if he was asking the board for permission to pursue options.

Superintendent Dey said yes.

Vice Chair Lafer supported exploring Chair Rabasa's suggestions. He noted the district had previously spent four or five **hundred** thousand dollars per year on four EPD officers. With that money, trainings could be done to ensure that officers were properly trained to handle situations involving youth.

Chair Rabasa said that former first-year SRO's earned 63 percent more than first-year teachers. She did not want to prioritize police over staff.

Ms. Hsu said she did not see how working with the EPD would increase the element of safety in schools. She would rather invest the time and energy into mental health support and support programs for the marginalized community.

Ms. Kauffman said the district should be looking at the root of problems to eliminate the need for calling the police on a regular basis. She felt like the district kept putting band aids on problems, when it should be discovering why students keep getting into situations that require assistance.

MOTION: Ms. Hays moved, seconded by Ms. Newman to allow Superintendent Dey explore options for a reimagined partnership with the EPD and present a contract to the board on August 9, 2023.

Chair Rabasa made the following friendly amendment to the motion:

To direct Superintendent Dey to take the board's feedback given tonight and present several different options to the new board for an EPD partnership that ensured maximized safety by August 9th, 2023, from which a contract proposal would be drawn.

Ms. Hays accepted the friendly amendment.

Superintendent Dey said he was not sure what a different programmatic option would be outside of the EPD.

Chair Rabasa said she hoped he could look at districts within the state but also nationwide to see examples of alternate options. She also proposed **not** hiring a EPD representative as a 4J employee.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Ms. Hsu, Ms. Newman, and Ms. Kauffman voted in favor of directing Superintendent Dey to take the board's feedback given tonight and present several different options to the new board for an EPD partnership that ensured maximized safety by August 9th, 2023, from which a contract proposal would be drawn.

There were no other comments or questions.

XII.5. Approve Resolution of Complaint

Presenter: Maya Rabasa, Board Chair

Vice Chair Lafer said this was regarding a complaint from April 13, 2023. It was the consensus of the board, as discussed in executive session, to dismiss this complaint.

MOTION: Vice Chair Lafer moved, seconded by Ms. Newman to dismiss the April 13, 2023, complaint.

Chair Rabasa asked if there was any discussion. There was no discussion.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Ms. Hsu, Ms. Newman, and Ms. Kauffman voted in favor of dismissing the April 13, 2023, complaint.

XII.6. Organize the Board of Directors for the 2023-2024 School Year — Elect Chair and Vice-Chair

Presenter: Andy Dey, Superintendent

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to elect Maya Rabasa as the 4J Board of Directors Chair for the 2023 / 2024 school year.

Ms. Hays said selecting leadership was important to building cohesion. She did not think it was right to put names forward without letting the new board decide.

Ms. Newman agreed and said she would have made a motion for Maya Rabasa to remain the chair until August.

Vice Chair Lafer said there was no question that the new board could either agree or disagree with the board's decision if it were made tonight. Every year that he had been on the board, the old board voted, and the new board agreed or disagreed with the decision.

Ms. Kauffman was in favor of Maya Rabasa remaining the chair until August or being elected as chair again tonight.

Chair Rabasa said she would like to decide tonight. The ratification process was added for a reason. There were important reasons for leadership to be in place. Even if the motion did not include electing her as chair, she would still be in favor of deciding tonight.

Superintendent Dey said board policy BCB stated, "no later than the next regular meeting following July 1, the board shall be organized by electing a chair and vice chair.

Vice Chair Lafer made the following amendment to his motion:

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to elect Maya Rabasa as the 4J Board of Directors Chair for the 2023 / 2024 school year, and invite the new board to affirm or ratify that decision at the July 5, 2023, meeting.

Ms. Hsu accepted the amendment.

Chair Rabasa called for a vote.

The motion passed (4:2:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hsu, and Ms. Kauffman voted in favor of electing Maya Rabasa as the 4J Board of Directors Chair for the 2023 / 2024 school year and inviting the new board to affirm or ratify that decision at the July 5, 2023, meeting.

Ms. Hays and Ms. Newman voted against electing Maya Rabasa as the 4J Board of Directors Chair for the 2023 / 2024 school year and inviting the new board to affirm or ratify that decision at the July 5, 2023, meeting.

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to elect Jenny Jonak as the 4J Board of Directors Vice Chair for the 2023 / 2024 school year, and invite the new board to affirm or ratify that decision at the July 5, 2023, meeting.

Ms. Newman said she felt uncomfortable voting for someone who wasn't seated on the board.

Vice Chair Lafer made the following amendment to his motion:

Ms. Hsu accepted the amendment.

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to extend a vote of confidence to Jenny Jonak to be elected on July 5, 2023 and serve as the 4J Board of Directors Vice Chair for the 2023 / 2024 school year.

The motion passed (5:1:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hsu, Ms. Hays, and Ms. Kauffman voted in favor of extending a vote of confidence to Jenny Jonak to be elected on July 5, 2023 and serve as the 4J Board of Directors Vice Chair for the 2023 / 2024 school year.

Ms. Newman voted against extending a vote of confidence to Jenny Jonak to be elected on July 5, 2023 and serve as the 4J Board of Directors Vice Chair for the 2023 / 2024 school year.

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

There were no items for action at a future meeting.

XIV. BOARD SUGGESTED ITEMS FOR A FUTURE MEETING

There were no suggested items for a future meeting.

XV. ADJOURNMENT

Chair Rabasa adjourned the meeting at 10:59 p.m.

Andy Dey
District Clerk

Maya Rabasa
Board Chair

(Recorded by Diana Tisdale, LCOG)

MINUTES OF THE REGULAR BOARD MEETING OF THE BOARD OF DIRECTORS EUGENE SCHOOL DISTRICT 4J, LANE COUNTY, OREGON

Date: July 5, 2023

Revised August 16, 2023

The Board of Directors (BOD) of Eugene School District 4J, Lane County, Eugene, Oregon, held a regular BOD meeting at 7:00 p.m. in-person at the Education Center, 200 North Monroe Street in Eugene, Oregon, via live-stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on June 30, 2023.

ROLL CALL

BOARD MEMBERS PRESENT:

Maya Rabasa, Chair
Jenny Jonak, Vice Chair
Tom Di Liberto
Rick Hamilton
Morgan Munro

STAFF:

Andy Dey, Superintendent
Art Hart
Collina Beard
Sebastian Bolden

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon

MEDIA PRESENT:

KRVM

I. REGULAR BOARD MEETING

II. CALL TO ORDER, ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Rabasa called the regular meeting to order at 7:00 p.m. She said the names of board members who were present. Superintendent Dey led the flag salute, and Chair Rabasa read the Land Acknowledgement.

III. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Dey thanked board members for their willingness to sacrifice their time and serve on the board.

IV. ITEMS FOR ACTION

IV.1 Administer the Oath of Office to Newly Elected Board Members

Presenter: Superintendent Dey

Tom Di Liberto – Position #1

Rick Hamilton – Position #4

Jenny Jonak – Position #5

Morgan Munro – Position #7

Superintendent Dey administered the Oath of Office to Tom Di Liberto, Rick Hamilton, Jenny Jonak, and Morgan Munro for the term July 1, 2023, thru June 30, 2027.

Chair Rabasa congratulated newly elected board members.

IV.2. Organize the Board of Director's for the 2023 – 2024 School Year
Presenter: Maya Rabasa

Chair Rabasa suggested that the board follow the Oregon School Board Association's (OSBA) recommendation for conducting an election, regarding electing the Eugene School District 4J Chair and Vice Chair. Each board member would get one vote. The nominee who received a quorum of votes would be elected to the position. For this meeting, a quorum was four votes.

There were no objections to Chair Rabasa's suggestion.

Chair Rabasa told board members that during the June 21, 2023, board meeting, the previous board voted to communicate a vote of confidence for appointing Jenny Jonak to the position of Vice Chair. Recognizing the need for the board to work diligently, and operate in a cohesive and collaborative style, both for the sake of improved functioning, as well as to further build the community's confidence in the board and the district, the board moved to share this vote of confidence based on Ms. Jonak's strong showing in the election, having received the highest number of votes in a 4J School Board election ever. For these reasons, Chair Rabasa nominated Jenny Jonak as Vice Chair for the 2023 – 2024 school year.

There were no other nominations from board members.

Chair Rabasa called for a vote to elect Jenny Jonak as Vice Chair.

The vote passed unanimously (5:0:0).

Chair Rabasa, Rick Hamilton, Jenny Jonak, Tom Di Liberto, and Morgan Munro voted in favor of electing Jenny Jonak as Vice Chair of Eugene School District 4J for the 2023 – 2024 school year, which took effect immediately.

Chair Rabasa stated that at the June 21, 2023, meeting, previous board members approved the motion which stated that she would remain the board Chair for the 2023 – 2024 school year. The motion stated that new board members could affirm or ratify this decision during the July 5, 2023, meeting. She added that Superintendent Dey had researched the topic and had information to share regarding the motion.

Superintendent Dey stated that there was not a subsequent affirmation or ratification process after the board voted on something. While he thought it was well intended to invite the newly elected board to ratify the decision made on June 21, 2023, it posed the question of which board decisions would require affirmation and which would not. There

was a lack of reference in board policy regarding affirmation and ratification. He noted that the board could discuss amending the policy in the future. If affirmation or ratification would take place regarding the approved motion made on June 21, 2023, there was rules that needed to be followed.

Chair Rabasa said the board would now decide whether to accept or decline the board's previous vote. She stated that the board could decide to not make any motion and leave the vote as it stood or make a motion to affirm or ratify.

Mr. Hamilton asked what the duration of each term was for the Chair and Vice Chair positions.

Chair Rabasa replied that the Chair and Vice Chair were elected annually and noted that a person could not serve more than four consecutive years as the Chair.

Mr. Di Liberto said he would like to make a motion to allow Chair Rabasa to continue as the board Chair for the 2023 – 2024 school year but noted he would like the board to discuss how to proceed with the process of outgoing board members voting on board leadership for a new board before their term began.

Mr., Hamilton agreed and said it was uncomfortable that the old board decided on leadership for the new board.

Chair Rabasa acknowledged that she understood how Mr. Di Liberto and Mr. Hamilton felt about this situation. She requested that Mr. Di Liberto make a formal motion and said discussion should be regarding the motion. She noted that a deeper discussion about end of term decision making could be done at the board retreat or during a future work session.

MOTION: Mr. Di Liberto moved, seconded by Vice Chair Jonak to appoint Maya Rabasa as the Eugene School District 4J Board Chair for the 2023 – 2024 school year.

Chair Rabasa asked if there was any discussion.

There was no discussion.

Chair Rabasa called for a vote.

The motion failed (3:2:0).

Chair Rabasa, Vice Chair Jonak, and Mr. Di Liberto voted in favor of appointing Maya Rabasa as the Eugene School District 4J Board Chair for the 2023 – 2024 school year.

Mr. Hamilton, and Ms. Munro voted against appointing Maya Rabasa as the Eugene School District 4J Board Chair for the 2023 – 2024 school year.

V. CONSENT GROUP

V.1. Approve the Board of Directors' Participation in the 2023 OSBA Summer Board Conference Held in Salem, Oregon from August 11, 2023 thru August 13, 2023.

MOTION: Ms. Munro moved, seconded by Vice Chair Jonak to approve the Consent Group.

Chair Rabasa asked if there was any discussion.

There was no discussion.

Chair Rabasa called for a vote.

The vote passed unanimously (5:0:0).

Chair Rabasa, Rick Hamilton, Jenny Jonak, Tom Di Liberto, and Morgan Munro voted in favor of approving the Consent Group.

VI. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Mr. Di Liberto thanked those who voted to make him a board member, and noted it was an honor to serve on the 4J Board. He pledged to do his best to listen to families, staff, and students, and noted that was not limited to those going through traditional channels, but to everyone. He said school districts do not get to do what should be done to best educate students, due to limitations on resources, staff, and training. The talent and diverse perspectives of this board, and the hardworking administrative staff would positively impact the educational careers of 4J students.

Mr. Hamilton said a few of his priorities were to develop a relationship with the community and rebuild trust. He also hoped to build relationships with the superintendent, board members, the administrative staff, and teachers. Building these relationships would help conquer the challenges that lay ahead.

Ms. Munro thanked the community for the opportunity to be a member of the 4J Board, and listen to students, families, educators, and the community, to determine how to best serve students and staff. She looked forward to working with fellow board members, and noted the work of the 4J Board was important. Because the board's work affected children, the work had to be done collegially and effectively.

Vice Chair Jonak said she was honored and privileged to serve on this board and noted she had respect for each of her fellow board members. She acknowledged the enormity of the challenges that lay ahead. By working together and with the help of the community, those challenges could be addressed. She thanked each board member for their willingness to serve the community.

Chair Rabasa welcomed everyone to the board and noted it took a tremendous amount of time, attention, energy, and passion to serve on a school board. She was proud to serve along side each newly appointed board member, and grateful that they had the chance to serve a community that cared about young people. She noted public education was critically linked to the vitality of the community.

VII. BOARD MEMBER SUGGESTION FOR ITEMS AT A FUTURE MEETING

Chair Rabasa explained the process to suggest and add agenda items at a future meeting. When a board member suggested an agenda item, at least two other board members needed to affirm it, in order for the suggestion to be discussed at a leadership meeting, a bi-weekly meeting that included the Chair, Vice Chair, a rotating member of the board, the superintendent, and often, the chief of staff. The most appropriate place for the board to discuss the option, i.e., a public meeting or a work session, would be discovered during the leadership meeting.

Vice Chair Jonak proposed that the board revisit the working agreement as a whole, but also include discussing procedures for confirming leadership from year to year.

Chair Rabasa noted three other board members were in favor of this suggested agenda item.

Mr. Di Liberto said he would like an update on any progress or changes that had been made over the summer regarding the new school schedules that would take effect at the start of the new school year.

Chair Rabasa noted two other board members were in favor of this suggested agenda item.

Ms. Jonak suggested that an update on the co-location of Kelly Middle School and Yujin Gakuen be added to the next meeting agenda.

Chair Rabasa noted two other board members were in favor of this suggested agenda item, and said the next meeting was scheduled for August 2, 2023, at 7:00 p.m.

There were no other suggestions made.

VIII. ADJOURN

Chair Rabasa adjourned the meeting at 7:41 p.m.

Andy Dey
District Clerk

Maya Rabasa
Board Chair

(Recorded by Diana Tisdale, LCOG)



Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295

ITEM FOR INFORMATION

Date of Meeting

August 16, 2023

Title

Board Retreat Update

Presenter

Judy Newman, Director
Jenna McCulley, Chief of Staff

Background

Receive an update on the board retreat planning process



ITEM FOR ACTION

Date

August 16, 2023

Title

Receive Board Committee Assignments

Presenter

Maya Rabasa, Chair

Background

The list of committees was presented at the 8.2.23 board meeting. The board chair will assign board members to committees and associated bodies on an annual basis.

2023-24 4J Board Sub-Committee List

	Committee Name	Authority	Type of Body	Membership Requirements	Staff Contact	Meeting Frequency	Board Member Appointee
1	Audit and Finance Committee	Board Direction as per the Committee Charter Adopted 12.03.2014	Standing Committee of the Board	Two Board Members	Finance Director 541.790.7608	1 – 3 times annually	Morgan Munro ____ to be Appointed
2	Bond Oversight Committee				Facilities Director 541.790.7440	As Needed	Tom Di Liberto Judy Newman
3	Budget Committee	ORS 294.414	Standing Required by statute	All members of the governing body and equal number of electors within the district	Finance Director 541.790.7608	4 – 5 times annually	All Board Members
4	Charter School Council	Board Policy LBE	Standing Committee of the Superintendent	Staff members representing instructional and administrative disciplines and one board member	Chief of Staff 541.790.7733	Quarterly	Morgan Munro
5	Eugene Education Foundation		Standing	Board member serves in an ex-officio role	Nancy Buffum 541.790.7744	Monthly	Judy Newman
6	Lane Council of Governments Representative	Lane Council of Government membership requirement	Standing	(As long as school district is a member); the governing body of LCOG is its Board of Directors, comprised of local elected and appointed officials designated to represent member agencies.	541.682.4099		Jenny Jonak 49
7	Lane ESD Budget Committee		Standing	One board member and one alternate	Chief of Staff 541.790.7733	1 – 4 times annually	Rick Hamilton ____ to be Appointed (Alternate)
8	Legislative Committee		Standing Subcommittee of the Board	Two-Three board members	Chief of Staff 541.790.7733	2 – 4 times annually	Judy Newman Jenny Jonak Maya Rabasa
9	Student Voice Subcommittee		Subcommittee of the Board and Superintendent	Two-Three board members	Superintendent 541.790.7706	2 – 4 times annually	Tom Di Liberto Rick Hamilton Maya Rabasa

Please contact Debbie McKim to coordinate meetings and staff contact: 541.790.7706



ITEM FOR ACTION

Date of Meeting

August 16, 2023

Title

School Board Vacancy Appointment Process

Presenter

Jenna McCulley, Chief of Staff

Background

At the August 2, 2023 Regular Board Meeting, the school board reviewed and provided feedback to staff on the selection process to appoint an individual for the remainder of the unexpired Position 2 term.

Following the board discussion, staff refined the OSBA proposed selection process to reflect key areas such as: ranked voting as the initial screen process to identify candidates moving on to interview, the removal of one of the screening rounds of the interview process.

Recommendation

Staff recommends approving one of the following selection processes for approval as the method that will be used to identify the appointment of an individual to fill the unexpired term for board position two.

Process one outlines a selection process without the inclusion of reference checks, process two includes reference checks.

FULL PROCESS FOR APPOINTING BOARD MEMBER TO VACANT SEAT

(Including reference checks)

Beginning of Process

- Board votes to declare position vacant.
- Signed resignation letter filed with the minutes of the board meeting when the position is declared vacant.
- Board adopts a selection process.

Applications

- Post solicitation for applicants beginning August 7, 2023 through September 11, 2023
- Post solicitation for applicants on district's web site and social media pathways.
- Press release to local media including paper of record, commencing as soon after board approval of selection process as publishing timelines allow.
- School Board Information group announcement via community stakeholder email list.
- School newsletters and E-News. Provide text; to schools to share with through established communication channels.
- All publications/postings/communications will identify the position number and refer people to the school district web site for qualifications and the application process.

Minimum Qualifications

- Resident of the District for one year at the time of appointment.
- Qualified voter of the district.
- Not an employee of the district.
- Attend the Board meeting and participate in the selection process.

Application Submission

- Online via posted application form.
- Hand/mail deliver to Eugene School District 4J School Board, Attention: Debbie McKimm, Board Secretary, 200 N Monroe, Eugene, OR 97402, received by 5 pm on September 11, 2023

Deadline

- Application deadline is September 11, 2023, 5 pm
- In order to be considered, applications must include all of the requested information and be received by September 11, 2023, 5 pm
- Applicants bear sole responsibility for ensuring that their applications are complete and submitted on time.

Review of Application Information

- Allow about 1.5 weeks for the board to review applications *and conduct reference checks*
- Board secretary provides un-redacted applications to all board members
- Board secretary obtains verification of voter information for applicants from Lane County Elections.
- Board secretary emails information to qualified applicants:
 - At the September 20, 2023 board meeting, the board will identify applicants for interview via ranked voting. Immediately following identification of applicants moving forward will participate in interviews.
 - Failure to attend the September 20, 2023 board meeting or participate in the question-and-answer session will eliminate them from further consideration.
 - The board meeting is open to the public and the board must interview, deliberate, and vote in public.
 - Come to the meeting prepared to be sworn into the position if selected.
- *Board Members Conduct Reference Checks:*
 - *Calls may commence as soon as an application arrives.*
 - *Responsibility for reference checks is split between board members.*
 - *Board members contact references and ask:*
 - *Their relationship to the applicant.*
 - *How long they have known the applicant.*
 - *Why they support that person's candidacy.*
 - *What leadership skills/style they feel the applicant would bring to the board.*
 - *Areas in which they feel the applicant might need support or coaching if appointed.*
 - *To provide any additional relevant information about the applicant.*

Selection Process

- *Board members send completed reference checks electronically to board secretary.*
- *Board secretary distributes completed reference checks to the board.*
- Board secretary includes redacted applications *and reference checks* in September 20, 2023 public packet and posts as usual.

First Review September 20, 2023

- Each Board member names three candidates they would like to interview in their ranked preference order.
- These are not votes.
- There will be no discussion as to the reasons for choosing the three names.

- Choices are based on the application materials submitted by each applicant as well as the results of the reference checks.
- Chair will compile and report the results.
- Any applicant receiving at least **three** hash marks will advance to the interview process

Second Review Meeting <insert date>

- Board secretary includes redacted applications in public packet and posts as usual.
- Applicants must attend the board meeting.
- Applicants must participate in the selection process.
- Failure to attend and/or participate will eliminate an applicant from further consideration.
- Prior to the meeting, the board secretary will draw names at random to determine the order applicants will speak with the board. That list is provided to applicants when they arrive at the meeting.
- Board secretary reserves seats for all applicants.
- Applicants sit at the presentation table to respond to board member questions.

Screening Process

- The board must deliberate and vote in a public meeting.
- Candidates are called to speak one at a time based on a randomly selected order, and board members ask one question; all candidates are asked the same questions. Candidates have a defined and consistent response time to each question.

Final Board Deliberation and Voting

- The Board Chair opens the floor for final board member discussion regarding why they chose a particular candidate.
 - The board chair calls for a motion to appoint candidate (e.g. "I move that [person's name] be appointed to vacant position number two of the Eugene School District 4J School District Board of Directors, effective September 20 through June 30, 2025.")
- In The Event A Motion Fails
 - Allow discussion about the merits of each applicant to see if any board member is swayed to change their vote.
 - The board could re-evaluate the applicants as far back in the process as desired.
 - The board could re-interview applicants.
 - To be appointed, a candidate must receive a number of votes equal or greater than a quorum of the whole board (including the vacant seat - 4 votes on a 7-position board).
- In The Event of a Tie Vote

- The board should discuss the merits of each finalist to see if anyone will change their vote.
- Re-evaluate the finalists as far back in the process as desired.
- Re-interview the finalists.
- Repeat the voting process until the tie is broken.

Oath and Certification of Appointment

- Following the vote, the Chair administers the oath of office to the interim member.
- After the meeting, the interim member stays to complete paperwork and have their photo taken.

FULL PROCESS FOR APPOINTING BOARD MEMBER TO VACANT SEAT

(No reference checks)

Beginning of Process

- Board votes to declare position vacant.
- Signed resignation letter filed with the minutes of the board meeting when the position is declared vacant.
- Board adopts a selection process.

Applications

- Post solicitation for applicants beginning August 7, 2023 through September 11, 2023
- Post solicitation for applicants on district's web site and social media pathways.
- Press release to local media including paper of record, commencing as soon after board approval of selection process as publishing timelines allow.
- School Board Information group announcement via community stakeholder email list.
- School newsletters and E-News. Provide text; to schools to share with through established communication channels.
- All publications/postings/communications will identify the position number and refer people to the school district web site for qualifications and the application process.

Minimum Qualifications

- Resident of the District for one year at the time of appointment.
- Qualified voter of the district.
- Not an employee of the district.
- Attend the Board meeting and participate in the selection process.

Application Submission

- Online via posted application form.
- Hand/mail deliver to Eugene School District 4J School Board, Attention: Debbie McKimm, Board Secretary, 200 N Monroe, Eugene, OR 97402, received by 5 pm on September 11, 2023

Deadline

- Application deadline is September 11, 2023, 5 pm
- In order to be considered, applications must include all of the requested information and be received by September 11, 2023, 5 pm
- Applicants bear sole responsibility for ensuring that their applications are complete and submitted on time.

Review of Application Information

- Allow about 1.5 weeks for the board to review applications
- Board secretary provides un-redacted applications to all board members
- Board secretary obtains verification of voter information for applicants from Lane County Elections.
- Board secretary emails information to qualified applicants:
 - At the September 20, 2023 board meeting, the board will identify applicants for interview via ranked voting. Immediately following identification of applicants moving forward will participate in interviews.
 - Failure to attend the September 20, 2023 board meeting or participate in the question-and-answer session will eliminate them from further consideration.
 - The board meeting is open to the public and the board must interview, deliberate, and vote in public.
 - Come to the meeting prepared to be sworn into the position if selected.

Selection Process

- Board secretary includes redacted applications in September 20, 2023 public packet and posts as usual.

First Review September 20, 2023

- Each Board member names three candidates they would like to interview in their ranked preference order.
- These are not votes.
- There will be no discussion as to the reasons for choosing the three names.
- Choices are based on the application materials submitted by each applicant as well as the results of the reference checks.
- Chair will compile and report the results.
- Any applicant receiving at least **three** hash marks will advance to the interview process

Second Review Meeting <insert date>

- Board secretary includes redacted applications in public packet and posts as usual.
- Applicants must attend the board meeting.
- Applicants must participate in the selection process.
- Failure to attend and/or participate will eliminate an applicant from further consideration.

- Prior to the meeting, the board secretary will draw names at random to determine the order applicants will speak with the board. That list is provided to applicants when they arrive at the meeting.
- Board secretary reserves seats for all applicants.
- Applicants sit at the presentation table to respond to board member questions.

Screening Process

- The board must deliberate and vote in a public meeting.
- Candidates are called to speak one at a time based on a randomly selected order, and board members ask one question; all candidates are asked the same questions. Candidates have a defined and consistent response time to each question.

Final Board Deliberation and Voting

- The Board Chair opens the floor for final board member discussion regarding why they chose a particular candidate.
 - The board chair calls for a motion to appoint candidate (e.g. “I move that [person’s name] be appointed to vacant position number two of the Eugene School District 4J School District Board of Directors, effective September 20 through June 30, 2025.”)
- In The Event A Motion Fails
 - Allow discussion about the merits of each applicant to see if any board member is swayed to change their vote.
 - The board could re-evaluate the applicants as far back in the process as desired.
 - The board could re-interview applicants.
 - To be appointed, a candidate must receive a number of votes equal or greater than a quorum of the whole board (including the vacant seat - 4 votes on a 7-position board).
- In The Event of a Tie Vote
 - The board should discuss the merits of each finalist to see if anyone will change their vote.
 - Re-evaluate the finalists as far back in the process as desired.
 - Re-interview the finalists.
 - Repeat the voting process until the tie is broken.

Oath and Certification of Appointment

- Following the vote, the Chair administers the oath of office to the interim member.
- After the meeting, the interim member stays to complete paperwork and have their photo taken.



ITEM FOR ACTION

Date of Meeting

August 16, 2023

Title

2023-24 Board Meeting Calendar June, 2024 Decision

Presenter

Maya Rabasa, Board Chair

Background:

Board meetings are normally held on the first and third Wednesdays of the month. Adjustments are made for major religious and national holidays.

1. The board will decide on the meeting/s to be held in June 2024, due to the third Wednesday of the month being on June 19, or Juneteenth, a holiday.

The 2023-24 board meeting calendar will be revised according to the board's decisions.

Additionally, the board meeting calendar included in this packet reflects the board vote made at the August 2, 2023 meeting to approve waiting until after the board retreat to revisit and determine the model of the board meetings held on the approved dates. The model would be whether to alternate regular board meetings with work or executive sessions or for all meetings to be regular board meetings.

**2023–24 Calendar of Scheduled Meetings for
Eugene School District 4J Board of Directors**

July 1, 2023–June 30, 2024

(Revised for 08.16.2023)

Eugene School District 4J, 200 North Monroe St., Eugene, OR 97402 • www.4j.lane.edu • 541-790-7700

<u>Meeting Dates</u>		<u>Materials Delivered to Board</u>
Wednesday, August 02, 2023	Regular Board Meeting	July 28, 2023
Wednesday, August 16	Regular Board Meeting	August 11
Wednesday, September 06	Regular Board Meeting	September 01
Wednesday, September 20	Regular Board Meeting	September 15
Wednesday, October 04	Regular Board Meeting	September 29
Wednesday, October 18	**TBD	October 13
Wednesday, November 01	Regular Board Meeting	October 27
Wednesday, November 15	**TBD	November 10
Wednesday, December 06	Regular Board Meeting	December 01
Wednesday, December 13	**TBD	December 08
	<i>(changed to second Wednesday due to Winter Break)</i>	
Wednesday, January 17, 2024	Regular Board Meeting	January 12, 2024
Wednesday, February 07	Regular Board Meeting	February 02
Wednesday, February 21	**TBD	February 16
Wednesday, March 06	Regular Board Meeting	March 01
Wednesday, March 20	**TBD	March 15
Wednesday, April 17	Regular Board Meeting	April 12
Wednesday, May 01	Regular Board Meeting	April 26
Wednesday, May 15	**TBD	May 10
Wednesday, June 05	Regular Board Meeting	May 31
*TBD	**TBD	

*The board will determine if, or on what date, they would like the second board meeting in June, 2024.

**At the board meeting held on August 2, 2023, the voted to keep the model of 2 board meetings a month until after the board retreat. The board will revisit alternating regular board meetings with work or executive sessions vs. all dates being regular board meetings.

If needed, add Work Session and/or Executive Session to Regular Board Meetings.

Regular board meetings are normally held the first and third Wednesdays of each month at 7 p.m. at the Eugene School District Education Center, 200 North Monroe Street. Meeting materials are delivered to board members on the Friday preceding each meeting.

NOTE: Additional meetings may be scheduled and meetings on this list may be re-scheduled. Board members and staff are asked to hold all Wednesdays in case an additional meeting (e.g., special meeting, work session or executive session) is scheduled.



ITEM FOR ACTION

Date of Meeting

August 16, 2023

Title

Declare surplus property located at 1466 Park Avenue

Presenter

Andy Dey, Superintendent

Ed Mendelsohn, College and Career Readiness/Career Technical Education Administrator

Background

In the spring of 2022, the Eugene School District 4J piloted a new district wide CTE construction program titled Future Build. Beyond teaching valuable knowledge and skills that allow them to matriculate with the necessary experience to be competitive in the construction industry, the program was also designed to assist in the solution of creating shelters and affordable housing for our neighbors in need.

Throughout the course design, the district purchased two lots in west Eugene. Partnering with industry, Pivot Architecture, and Meili Construction, students and staff began construction on the first real-world project; a home on the district owned property of 1466 Park Avenue, Eugene, Oregon, 97404.

Throughout the past academic year, in addition to building multiple temporary shelters the Future Build class has completed the home on the 1466 Park Avenue property and is ready to move forward in partnership with DevNW to provide affordable housing to a family in our community.

DevNW facilitates the purchasing of homes to eligible families that otherwise would not be able to negotiate the process of moving from houselessness or temporary housing to home ownership. A family has been identified and the district is ready to surplus the property and sell the location to DevNW to complete the transaction.

Any proceeds from the sale of the home will return to the property fund, 450, and would be eligible to be used to repeat the process for the next round of students participating in the Future Build program through the Center for Applied Learning and Community Engagement and the support of another family on their journey to stable housing and home ownership.

Recommendation

The Superintendent recommends the Board of Directors approve the surplus of the property located at 1466 Park Avenue, Eugene, OR, 97404 and directs the district to move forward with the sale to DevNW for the purpose of providing an eligible family access to affordable stable housing and home ownership.